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A Note on Strikes

BY LEO WOLMAN

THE strike record for the year of reconversion from war to peace, or the first postwar year, seems on its face perfectly clear. In the twelve months ending July 31, 1946, there were 4,600 strikes, 5 million strikers, and 120 million man days lost through strikes. The monthly record from which these figures are derived is as follows:

Date	Beginning in Period		Man Days Lost (In thousands)
	Number of Strikes	Number of Strikers	
1945 August.....	447	270,900	1,712
September.....	573	525,600	4,341
October.....	474	550,500	8,611
November.....	358	420,200	6,935
December.....	134	50,400	7,718
1946 January.....	325	1,400,000	19,200
February.....	260	130,000	21,500
March.....	385	130,000	14,000
April.....	465	575,000	15,500
May.....	360	560,000	11,500
June.....	350	150,000	3,800
July.....	480	185,000	3,300
Total.....	4,611	4,947,600	118,117

Figures as simple as these seem to require no comment. They speak for themselves. Simple as they are, when their meaning or significance is considered all sorts of questions begin to be raised. After all, how bad a strike year was this period? According to a type of measurement used by the United States Department of Labor since the beginning of World War II, only 1.4% of available working time was lost in October, 1945, when man days lost through strikes equaled 8,611,000; and in February, 1946, the peak of this strike movement when 21,500,000 man days were lost, the Department of Labor finds that this loss was equivalent to only 4% of available working time. These supplementary figures are apparently intended by the government agency which uses them

to make the absolute strike statistics appear less formidable. This is done by putting next to the number, 21,500,000, which is a large figure, the number, 4%, which is a small figure. The question is whether this is the proper or correct thing to do.

Deciding whether the twelve months, August, 1945-July, 1946, were an unusually bad strike period involves deciding whether they were a typical postwar year. If, during the first year after V-J day, pretty much the same thing happened as during the first year after the armistice of 1918, then this recent wave of strikes is simply a typical postwar phenomenon. It mirrors the unrest created by war. And, men will argue, it does not reflect changes in labor policy, or in the position of organized labor, or in methods of managing labor relations. According to this school of thought there is nothing to do about these strikes except to wait until the war disturbances have subsided.

There is a third question of whether anybody loses anything through strikes. This seems a curious question to ask. It was in fact raised by the Department of Labor in a report on "Strikes in the United States, 1880-1936."¹ Here is what that report says:

"In former years, the figure now classified under 'man days idle' appeared under the heading 'man days lost.' This term has been discarded because its connotation may be inaccurate. While certain workers are idle during a strike, it does not necessarily follow that the days' work or wages have been lost. Anticipating a strike, there may have been overtime and building up for stock before the strike began. There may be overtime after the strike closes to fill delayed orders, or there may exist such a chronic oversupply that a prolonged strike does not materially affect the year's output. In other words, at times neither the employer nor workers suffer any net annual

¹Bulletin No. 651, Washington, D. C., 1938, p. 10

loss due to cessation of work during the strike. Furthermore, a prolonged strike in one area may mean a shift in production to another area with no lessening of the total national output. Even though certain employers and groups of workers suffer disastrous loss, other employers and workers may gain. Such gains of others attributable to the strike cannot be measured as a rule, but from a national point of view this must be taken into account."

These questions about strike statistics really raise issues common to the use of most statistical data. One issue is how can current data be related to past records. The longer the period the harder to make the comparisons. The second issue arises from the fact that statistics rarely speak for themselves. To use them accurately and intelligently requires the use of other related information.

Take the strike records of the year 1945-1946. How do they behave in relation to the past? One of the best statistical measures of the gravity of a strike is the man days lost or "idle" by reason of the strike. This unit of measurement is available only since 1927. We cannot carry it back to World War I. But it is available for a period of twenty years—a period covering part of the prosperity of the 1920's, the depression of 1930-1933, the recovery of 1933-1937 and the rise of a new national labor policy, the war, and the first year after the war.

Looking back over these years, the strike experience of the year August, 1945-July, 1946 certainly seems unique. There were 120 million man days lost through strikes in these twelve months. The closest approach to this figure was the 28 million man days lost in 1937. Another basis of comparison is the amount of labor unrest. It is commonly agreed that the years 1936 and 1937 were years of general and deep unrest. In these two years together 42 million man days were lost through strikes, or little more than one third of the man days idle in 1945-1946. This comparison makes the record of 1945-1946 seem formidable indeed.

But there is more to it than this. The strikes of 1945-1946 were unique in respects which are not disclosed by the statistical record. These strikes were ordered and managed by unions which were in the position to shut-down entire industries, among them the most indispensable industries of the country. Unions endowed with such power would not need to call many strikes and build up an unusual number of man days idle in order to cripple American industry most effectively.

This condition, which is the product of the labor policy of the 1930's, never existed in this country before. Consequently, in using strike statistics nowadays to measure the gravity of our labor situation, it must be remembered that a small strike, strategically located, lasting no more than a month, could conceivably bring this country to terms.

Personnel Notes

Retirement Fund Pays Off

Monthly pension checks were distributed for the first time recently to over 900 aged garment workers under the pioneering pension program established jointly by the ILGWU and three employer associations in the New York coat-and-suit industry.

Administered by a board of trustees consisting of three public, six employer, and six union representatives, the retirement fund supplements the monthly benefits earned under the federal old-age insurance program by adding \$600 a year to the retired worker's income. Estimated combined benefits would average \$107 a month for a retired garment worker and his wife.

The retirement fund, which was established in June, 1943, is financed by employer contributions representing 3% of payrolls.

Separation Pay Policy

An interesting separation pay policy has been adopted by Sylvania Electric Products, Inc.:

"1. Any hourly employee with six or more months continuous service who is laid off or discharged without prejudice by the company will be given one week's notice or one week's separation pay at straight time for his regularly scheduled work week but not to exceed 40 hours.

"2. Any salary employee with six or more months continuous service who is laid off or discharged without prejudice by the company will be given two weeks' separation pay at his basic 40-hour week rate.

"3. Separation pay under this policy will be in addition to and independent of any benefits to which the individual employee may be entitled under the provisions of the Sylvania Savings and Retirement Plan, or other benefit plans.

"4. No employee, either hourly or salary, is to be separated without the prior knowledge and approval of the personnel department and the plant manager or other manager involved. It is important to make certain that the employee being separated understands the reason for separation."

GM's Wartime Suggestion Plan

Wartime operation of the General Motors' suggestion plan paid participating employees over \$3 million for 85,045 suggestions accepted from April, 1942, through December, 1945. One out of every four suggestions submitted was accepted. Over 15,000 suggestions came from employees for improving the operations on their own jobs, and netted an average award of \$86.92. Employees were awarded \$737,066 for more than 50,000 suggestions.

Cost of Living: A Five-year Controversy

CONTROVERSY over the accuracy of indexes measuring living costs has been strenuous and vociferous during the last five years and continues strong today as prices advance. This latest price rise began with the end of the OPA on June 30. In the month span between June 15 and July 15, consumers' prices rose 5.8%, according to the Bureau of Labor Statistics index, and from July 15 to August 15 another 2%.¹ The Bureau made its July report just prior to the announcement by the United Automobile Workers (CIO) that the union intended to reopen wage negotiations at Chrysler on the ground that the increase of 18.5 cents an hour just recently granted was insufficient to offset rising living costs. Thus the battle for the second round of wage increases has begun.

HOW THE CONTROVERSY BEGAN

The basic cause of the controversy over the reliability of cost of living indexes has been dissatisfaction by the great labor unions with rates of pay in the face of rising living costs. Although rates were increased generally in 1941, prices continued to rise and the dissatisfaction reached a peak against wage ceilings imposed by the so-called Little Steel formula. When the formula was promulgated in the middle of 1942, the unions had secured wage increases for their members of varying percentage amounts which, in general, were less than the 15% allowed under the formula. Soon, however, the 15% limit was found unbearably restrictive and it became clear to the unions that in order to have the War Labor Board approve new wage-rate increases it would be necessary to have the formula amended or abolished.

Since their initial efforts to dispose of the formula were unsuccessful, the unions looked for a vulnerable spot for specific attack. The 15% wage-rise ceiling was based on the BLS index which showed that living costs between January, 1941, and May, 1942, had gone up that much, and the War Labor Board showed every disposition to adhere to this January, 1941-May, 1942 base. It was obvious, therefore, that the best strategy would be to prove the BLS index inaccurate and thus destroy the very basis of the formula. In essence, the attacks on the BLS index were that it did not really measure living costs, nor did it correctly reflect the conditions it did measure.

This particular phase of the whole price-wage disturbance covered about one and one half years. The Department of Labor recognized the trend and therefore arranged for an impartial and scientific investi-

gation of its cost of living index. At the request of the Secretary of Labor, the American Statistical Association appointed a committee, under the chairmanship of Professor Frederick C. Mills of Columbia University, to investigate the methods employed by the Bureau in the preparation of its indexes. Hearings were held by the committee during the summer of 1943, and its report¹ was published under the date of October 10, 1943. On November 8, in a move which was obviously a concession to the labor groups, since it so closely followed the issuance of the Mills Committee report, President Roosevelt appointed a committee to investigate the BLS index, with William H. Davis as chairman and with its members representing the public, labor and industry. The labor members of the President's committee jumped the gun by issuing a separate report² under the date of January 25, 1944, which was severely critical of the BLS index and was called a "recommended" report for the committee as a whole. At Mr. Davis' request, the BLS prepared a reply³ bearing the date of February 25; and THE CONFERENCE BOARD, an interested party since it also compiled a cost of living index which showed movements similar to those of the BLS index, also issued a reply⁴ in April. On June 15, the technical committee appointed by Mr. Davis, with Professor Wesley C. Mitchell as chairman, filed its report.⁵

LABOR NOT CONVINCED

A few days later, a CIO report⁶ came forth which stated that, after corrections were made for criticisms against the original labor report, labor's estimates of the rise in living costs were fully justified. The final

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¹"An Appraisal of the U. S. Bureau of Labor Statistics Cost of Living Index" by a Special Committee of the American Statistical Association, October 10, 1943.

²"Cost of Living" by George Meany and R. J. Thomas, January 25, 1944.

³"The Cost of Living Index of the Bureau of Labor Statistics." A Review and Appraisal of the "Cost of Living," by George Meany and R. J. Thomas, Labor Members of the President's Committee on the Cost of Living, made by the Bureau of Labor Statistics at the Request of the Chairman of the Committee, Mr. William H. Davis, February 25, 1944.

⁴"A Critical Analysis of the Meany-Thomas Report on the Cost of Living," National Industrial Conference Board Report, April, 1944.

⁵"Prices and the Cost of Living in Wartime, An Appraisal of the Bureau of Labor Statistics Index of the Cost of Living in 1941-44" by the Technical Committee appointed by the Chairman of the President's Committee on the Cost of Living, June 15, 1944. (See also review of this report, *The Conference Board Management Record*, July, 1944, pp. 187-8.)

⁶"Living Costs in World War II, 1941-44," by Phillip Murray and R. J. Thomas, June, 1944. (See also review of this report, *The Conference Board Management Record*, August, 1944, p. 242.)

¹Preliminary.

CHRONOLOGY OF EVENTS RELEVANT TO COST OF LIVING CONTROVERSY AND ATTENDANT CAMPAIGNS TO INCREASE WAGES

Sources: Bureau of Labor Statistics; THE CONFERENCE BOARD

Date	Event	Date	Man Days Idle Because of All Strikes During Month (000)	Wage-rate Increases 25 Manufacturing Industries	
				Wage Earners Affected (%)	Wage Rate Increase (%)
1940					
12/16	Canada plans cost of living bonus. ....	...	...	...	...
1941		1941			
1/21	Steel Workers Organizing Committee makes wage demand on U. S. Steel and Crucible.	Jan.	663	2.1	5.8
1/27	10% wage-rate advance demanded of GE and Westinghouse.	Feb.	1,135	1.7	5.1
3/ 3	Recreation of WLB advocated.	March	1,558	2.1	6.8
3/10	21 defense plants on strike.				
4/ 1	UAW strikes Ford (ended April 11).	April	7,113	10.3	8.0
4/14	United States Steel grants 10 cents an hour increase.				
4/28	GE gives 10 cents and discontinues cost of living bonus. Wages also increased by Westinghouse.				
5/16	GM grants 10 cents.	May	2,172	11.2	8.4
	Ford grants 5 cents to 15 cents.				
5/19	Rail unions demand 80% increase.				
		June	1,504	12.8	7.9
7/30	President Roosevelt requests Congress to stabilize prices; wages not mentioned.	July	1,326	8.0	7.8
8/16	Department of Labor reports 2,200,000 workers received pay increases in quarter ending June 15.	Aug.	1,825	5.9	6.1
		Sept.	1,953	7.2	7.1
10/25	Canada ties wages to cost of living index of Dominion Bureau of Statistics.	Oct.	1,925	4.1	7.0
		Nov.	1,397	4.3	6.4
12/8	War is declared on Japan.	Dec.	476	3.5	6.8
12/23	President Roosevelt sets up labor peace plan, projects a War Labor Board.				
1942		1942			
1/12	War Labor Board created with twelve members—the public, industry and organized labor each represented by four members.	Jan.	331	3.7	6.1
1/26	CIO announces intention to demand substantial wage increases when new contracts are negotiated.	Feb.	357	3.0	5.7
2/14	AFL favors cost of living wage adjustments based on BLS index.	March	402	4.1	6.3
		April	367	4.0	7.1
5/17	Shipbuilding wages raised 7%.	May	322	4.7	6.4
		June	586	4.3	7.5
7/16	WLB announces decision in Little Steel case, with workers entitled to increase to compensate them for 16% rise in living costs from January, 1941, to May, 1942, as measured by BLS index.	July	417	4.6	7.1
		Aug.	449	9.6	5.8
9/17	Little Steel formula applied to all steel industry.	Sept.	387	5.7	6.5
10/2-3	Anti-inflation law signed. James F. Byrnes made Director of Office of Economic Stabilization.	Oct.	244	5.3	6.7
11/4	WLB adopts Little Steel formula as wage control yardstick.	Nov.	128	6.6	6.7
12/2	For first time, WLB sets aside clause providing for automatic wage increase based on cost of living rise because it would exceed formula.	Dec.	193	2.0	5.0
1943		1943			
2/ 3	AFL and CIO heads protest to the President that increase in cost of living has outdated Little Steel formula.	Jan.	452	0.6	14.4
2/15	Labor members of WLB oppose policy of Board adhering to formula.	Feb.	117	1.3	7.6
3/16	Labor members of WLB demand formula be replaced by one representing actual rise in cost of living.	March	179	0.9	6.0
3/22	Industry and public members of WLB in favor of preserving Little Steel formula.				
4/ 8	President Roosevelt issues order intended to stabilize wages and prices.	April	662	0.6	5.9
4/29	Labor urges Administration to match rigid wage control by rolling prices back to May 15, 1942.				
		May	1,468	1.3	7.9
		June	4,699	0.7	6.9
7/22	Murray and Green demand prices be rolled back to September 15, 1942, level or labor can no longer support price and wage stabilization program.	July	695	1.1	7.8
		Aug.	357	0.3	7.0
		Sept.	210	0.8	6.9
10/10	Report, "An Appraisal of the U. S. Bureau of Labor Statistics Cost of Living Index," is released by the American Statistical Association, which was requested to make investigation by the Secretary of Labor.	Oct.	1,019	0.3	6.7
11/2	CIO repudiates Little Steel formula in annual convention.	Nov.	2,863	1.4	5.4
11/8	Special Committee appointed by the President to investigate the cost of living index of the BLS.				
11/10	Chairman Davis says WLB will stand by wage formula to prevent disastrous inflation.				
12/1	United steelworkers propose scrapping Little Steel formula and demand wage increase of 17 cents an hour.	Dec.	787	1.4	4.1
12/14	Davis reiterates that Little Steel formula will remain.				
12/25	Steel strike begins.				
12/29	Proposed railroad strike called off.				

CHRONOLOGY OF EVENTS RELEVANT TO COST OF LIVING CONTROVERSY AND ATTENDANT CAMPAIGNS TO INCREASE WAGES—Continued

Date	Event	Date	Man Days Idle Because of All Strikes During Month (000)	Wage-rate Increases 25 Manufacturing Industries	
				Wage Earners Affected (%)	Wage Rate Increase (%)
1944		1944			
1/29	"Cost of Living," report by George Meany and R. J. Thomas released. Labor members of the President's committee who jumped the gun with a "recommended" report.	Jan.	710	0.3	5.9
2/26	The Bureau replies to Meany-Thomas report with report, "The Cost of Living Index of the Bureau of Labor Statistics"	Feb.	459	0.9	8.7
3/24	United Steelworkers open argument before WLB for revising Little Steel formula.	March	441	0.4	6.9
4/4	AFL opens attack on Little Steel formula before special WLB panel.	April	614	0.6	5.7
4/12	The Conference Board replies to the Meany-Thomas report with a report, "A Critical Analysis of the Meany-Thomas Report on the Cost of Living"	May	1,443	0.4	6.0
6/15	"Prices and the Cost of Living in Wartime, An Appraisal of the Bureau of Labor Statistics Index of the Cost of Living in 1941-44," is released by the Technical Committee Appointed by the Chairman of the President's Committee on the Cost of Living.	June	727	0.3	7.0
6/	The CIO replies to the Bureau's reply to the Meany-Thomas report with a report, "Living Costs in World War II, 1941-1944," by Phillip Murray and R. J. Thomas.	July	652	0.8	5.3
		Aug.	959	0.4	6.0
9/14	Steel worker and AFL panels of WLB report that the cost of living has advanced beyond the levels indicated by the BLS cost of living index.	Sept.	786	0.3	5.4
10/6	Textile workers argue case to break formula.	Oct.	756	0.1	5.3
10/8	It is reported that President Roosevelt will not do anything to alter wage stabilization situation before election.				
11/18	President's committee in report by Chairman Davis, dated November 10, okays BLS' index. Adverse comments by R. J. Thomas and George Meany were issued separately under the date of November 13. "Wartime Cost of Living" a report of the industry members of the committee, dated October 30 and submitted November 11, is also released.	Nov.	789	0.4	6.8
		Dec.	387	0.1	5.8
1945		1945			
2/22	Public members of WLB tell President Roosevelt that the Little Steel formula is justified and state wages are up more than prices.	Jan.	199	0.2	5.3
3/3	AFL members of WLB file report with the President, backing their dissent from the recent report of public members which upholds the Little Steel formula.	Feb.	388	0.6	5.9
3/11	CIO again announces its desire to have the Little Steel formula scrapped.	March	775	0.4	3.8
4/12	President Roosevelt dies.	April	1,472	0.3	7.0
5/8	V-E day.	May	2,219	1.3	5.0
5/22	Philip Murray advocates to President Truman a 20% wage increase.	June	1,886	1.1	9.9
		July	1,769	0.4	5.3
8/9	AFL asks end of WLB.	Aug.	1,712	0.4	4.5
8/13	CIO asks maintenance of take-home pay.				
8/15	V-J Day.				
8/17	WLB chairman announces that Little Steel formula will be made flexible.				
9/14	UAW-CIO demands 30% wage increase.	Sept.	4,341	1.5	5.3
		Oct.	8,611	1.5	7.0
11/2	President Truman states industry can grant substantial wage increases without increasing prices.	Nov.	6,935	4.2	9.5
11/21	UAW strikes General Motors plants.				
12/5	Office of Stabilization Administration declares the cost of living has increased 33% since January, 1941. Price increases based upon wage increases up to that level will be approved.	Dec.	7,718	5.6	11.5
1946		1946			
1/1	National War Labor Board is replaced by National Wage Stabilization Board.	Jan.	19,200	4.4	11.1
1/21	Steelworkers strike.	Feb.	21,500	4.0	10.9
2/14	Executive order modifies wage-price policy by facilitating price increases.	March	14,000	10.6	14.4
2/15	Steel strike ends with increase of 18½ cents an hour.				
3/2	Rubber workers get 18½ cents an hour.	April	15,500	11.1	13.9
3/13	General Electric strike ends with increase of 18½ cents an hour.	May	11,500	8.4	11.7
	General Motors strike ends with the same increase.	June	3,800	3.3	12.5
5/12	Westinghouse 119-day strike ends with increase of 18 cents an hour.	July	3,300	2.9	8.5
5/25	Railroad strike ends with increase of 18½ cents.				
6/30	OPA law dies.				
7/25	Price Control Extension Act of 1946 signed by the President, reviving a limited and modified OPA.				
8/20	UAW serves notice of its desire to reopen the matter of a general wage increase for 70,000 Chrysler workers.	Aug.	n.a.	n.a.	n.a.
9/5	Nationwide strike of maritime workers begins.	Sept.	n.a.	n.a.	n.a.

(Text continued from page 291)

deluge of reports came in November when Mr. Davis issued the report of the President's committee, dated November 10. It contained separate dissents by the two labor members, and a general concurrence by the industry members under various dates. Thus, all the reports except those prepared by the labor groups verified the general accuracy and competency of the BLS findings. The Mitchell report suggested that the addition of three to five points to the index might be desirable as a possible measure of the relatively slight imperfections found.

WHAT IS THE COST OF LIVING?

The cost of living, to the average individual, means the amount of money it costs him to maintain his current way of life, exclusive of savings. If he receives a raise in pay, and, therefore, buys better food and clothing, he is prone to consider that his cost of living has gone up. If he can buy a pair of shoe laces, a steak, or an automobile only in some form of a black market at an advanced price, he still feels that the purchase is a living cost and represents a cost advance. In the broad sense, he is correct for that outlay of money is a cost to him regardless of his reasons for making it. To the analyst, however, such changes have meant changes in expenditures and the term "cost of living" has been confined to the appropriate retail commodity prices.

In August, 1918, THE CONFERENCE BOARD published the first cost of living index for the United States (the index had been worked back to include 1914-1917) to be continuously maintained up to the present. Prior to that, indexes for certain cities had been constructed by the BLS and a short-term series had been prepared for the Aldrich committee in 1892. These indexes, and others of a like nature subsequently prepared, considered measurements of the cost of living. They were, and are, essentially price indexes measuring time-to-time changes in the retail prices of a relatively constant list of commodities and services typical of the expenditures of families falling within certain income groups. They were never intended to do more.

They were never considered to be measures of changing family expenditures or of changing standards of living, yet one of the principal criticisms made against the BLS index was the fact that it did not cover such types of expense. Whether or not the BLS index was a suitable measure upon which to base and limit wage-rate increases, it was used for that purpose in the Little Steel formula, and subsequent modifications of it. Therefore, if that index could possibly go to the full extreme and cover virtually all changes in expenditures and living standards as the unions contended it should, it would mean that any change in family outlay, no matter for what reason, would

have to be covered by rising rates of pay. Obviously, this procedure could lead only to an upward spiral which would end in a ruinous crash.

NEW NAME FOR BLS INDEX

This subject of the name applied to the BLS index received its initial prominence in the report by the Committee of the American Statistical Association on the BLS index. The report said:

"The phrase 'cost of living' is ambiguous. Many of the difficulties which critics of the index have encountered arise from forgetting that it is designed to measure only changes in retail prices. . . ."

Similarly, the technical committee appointed by the chairman of the President's committee on the cost of living said in its report:

"Because the BLS has, for the most part, attempted to measure price change only, it seems highly desirable to describe its index as a price index. Such a description might reduce the widespread confusion that seems to exist concerning what the Bureau does and does not try to measure."

As a result of these recommendations, which were generally reaffirmed by the President's committee, the Bureau changed the name of its index on September 6, 1945. The new name selected was "Consumers' Price Index for Moderate-Income Families in Large Cities" or, more familiarly, "Consumers' Price Index."

POSTWAR DEVELOPMENTS

After the President's committee had decided in favor of the BLS index and after the WLB reaffirmed the Little Steel formula, there was a period up to V-J day of somewhat less-pronounced agitation. Demands for wage increases, for the end of the Little Steel formula and for the end of the War Labor Board continued in this period, however, and man days of idleness because of strikes again began to increase.

Immediately following V-J day, the WLB announced that the formula would be more flexible; wage demands rose, particularly in manufacturing; and the increase in man days of strike idleness was accelerated. On December 5, 1945, the original Little Steel formula was dropped and 33% became the maximum for allowable wage-rate increases since January, 1941. Once again the figure was based on the BLS consumers' price (cost of living) index, although an addition was made to the computed change in the index from January, 1941, through September, 1945, to allow for the measure of imperfection cited in the report of the President's committee. The rush to gain all possible benefits under the new ceiling was breathtaking, and strikes were widespread.

Man days of idleness caused by strikes rose 11.3% between November and December, 148.8% between December and January, and another 12.0% between

January and February. In the first quarter of 1946, they were greater than the annual total for any other year since data had been available. Indeed, about 2½% of all working time was lost.

Effect on Prices

On February 14, 1946, an executive order modified the new wage-price policy so that employers could more easily obtain higher prices for their products after having given wage-rate increases. Wage increases were promptly effected in many industries, with 18.5 cents an hour being the favorite choice, and all the major and many of the minor strikes were settled. THE CONFERENCE BOARD prepares a monthly tabulation from press and periodical sources of wage-increase announcements. While these are not complete and a number of announcements do not include the number of workers affected, the trend shown is indicative. The number of workers receiving wage increases was as follows:

Period ¹	No. of Workers Affected
Dec. 22, 1945-Jan. 31, 1946.....	230,000
Jan. 18, 1946-Feb. 28, 1946.....	539,000
Feb. 13, 1946-Mar. 31, 1946.....	1,686,000

¹Periods overlap because announcements were secured too late to include in the original tabulation for the month.

It seemed, when the wage ceiling was lifted and after increases had been general in manufacturing at least, that the cost of living-wage controversy might be dormant for a while. But with the lapse, on June 30, of OPA controls and price subsidies the issue flared anew. Prices were reported as having immediately soared, especially for foods. Although OPA was revived on July 25, it was limited and changed in many respects. Meat controls were not restored until September 10, and dairy products remain free of control for the time being at least. The BLS consumers' price index rose 5.8% between June 15 and July 15; the food component, 13.8%, the largest monthly increase recorded by the series. On July 15, the index was only 5.6% below the all-time peak of June, 1920 (the peak of the post-World War I inflation period).

New Wage Demands

It was expected in many quarters that this rise in living costs, if sustained, would bring new demands for wage adjustments. What may prove to be the opening of another wage-increase cycle was the serving of notice on August 20, by the UAW on the Chrysler corporation of its desire to reopen the matter of a general wage increase. Since Chrysler workers received an increase of 18.5 cents an hour in February, this new move can definitely be tied to the rise in prices which followed the suspension of OPA. Among other straws is the fact that the number of strikes rose between June and July and was the highest so far this year owing primarily, says the

BLS, "to a relatively large number of small wage disputes which followed the temporary termination of OPA controls at the end of June."

The Bureau of National Affairs reports the establishment of a CIO wage research committee which will prepare and disseminate reports on such subjects as wages and prices, profits and productivity, savings and taxes, etc. This activity is reported to be the outgrowth of Mr. Murray's plan to provide backing for the CIO drive against high prices and for future wage demands.

The chronology which accompanies this article runs from December, 1940, through September, 1946. (See page 292.) It is not intended to be complete, but merely to recall some of the principal events relevant to the cost of living controversy and the attendant campaigns to increase wages. Presented with it, likewise in chronological order, are BLS statistics on man days of idleness caused by all strikes and Conference Board figures on wage-rate increases and workers affected in twenty-five manufacturing industries.¹

INDEX LIMITATIONS

Persons taking the affirmative side in a discussion about the accuracy and usability of so-called cost of living indexes are almost invariably asked if they believe the indexes are perfect. No composite index of the omnibus type is ever perfect. Cost of living indexes, however, are far less weak than many other indexes of this general type—the two investigations of the BLS index proved its validity. Their principal weakness, if it can be called a weakness, lies in the fact that they are, of necessity, limited in scope. They measure time-to-time changes in prices of a constant, or relatively constant, list of commodities and services. As such, they provide no measure of changes in expenditures or living standards caused by factors other than price, nor do they include variations caused by changing income taxes and savings programs. Maintenance of these indexes, once they have been constructed, is comparatively simple, since only prices must be collected.

Do Not Measure Living Standards

To prepare time-to-time measures of changes in expenditures and standards of living is quite a different problem. It involves extensive and expensive collection of detailed data on family expenditures and living conditions which are not only difficult, but also time consuming to collect and compile. For this reason such studies can be conducted only infrequently and, because of the costs involved, their frequency is further diminished.

The cost of living indexes perform a definite function—that of measuring price changes—and can be

¹It should be kept in mind that these wage-rate increase data apply only to twenty-five manufacturing industries and, even as such, are not necessarily complete since they are based upon a sample and since all increases made may not have been reported to The Conference Board. They do serve as an indication of tendencies.

compiled at frequent, regular intervals. It is not feasible, nor reasonable, to try to make them perform the separate functions of measuring expenditure and living-standard changes.

The 1946 Picture

Certain developments this year have once again caused the indexes to be questioned. Food supplies in regular markets were very short prior to the suspension of OPA; the shortages were noteworthy in the case of meats. Such short supplies necessitated the use of substitutes or purchasing in black markets. Satisfactory substitutes in the meat line were available in practically all localities, some at lower prices in a number of instances. Satisfaction of the desire to obtain the exact items wanted, however, usually resulted in the payment of high prices, particularly in the black markets. The regular outlets supplying price data to the compilers of the indexes, in some instances, at least, quoted overceiling prices where they charged them. Generally speaking, however, they did not have the specified items, and, hence, could not quote any prices. When OPA was suspended, supplies were greater and prices were uncontrolled. As a result, the BLS index, for example, showed all foods rising 13.8% between June and July, and meats 29.6%.

Did prices actually rise by these percentage amounts between the two dates? When the BLS released its July data, it stated: "A part of this rise in meat prices may have occurred between mid-April and mid-June, when the meat shortage was so severe that the Bureau could not obtain an adequate number of meat prices and, therefore, the indexes for meats were held unchanged for a number of cities. The July index, based on the usual number of price quotations, reflects the correct level of prices, and the full price change that has occurred during the recent months of acute shortages." This situation probably applied to other food items to a more limited extent. In so far as the indexes are late in reflecting a price appreciation, they display a weakness. However, it must be remembered that the availability of food in black markets at high prices did not mean that purchasing in such markets was extensive nor that more favorably priced substitutes were not used.

According to the New York OPA district enforcement chief of the food section, underdeveloped cattle were rushed to market after the suspension of OPA. Thus the meat supply was increased to take advantage of higher prices. This situation, however, is aggravating the current normal seasonal decline in already small meat supplies, with the result that government and trade sources are reported to be expecting another acute meat shortage around the year end. If it occurs, the indexes may again behave as they did during the April-July period of this year.

The indexes, while they do reflect some overceiling prices, do not reflect prices in real black markets. For this reason, therefore, they may logically be said to measure changes in quoted prices at regular sources of supply. It is highly questionable whether they should reflect prices in black markets, if they could. Such markets can only exist because certain buyers are willing to spend large sums to insure themselves of supplies to the exclusion of the great majority. Since the indexes are intended to apply to the largest group of families, those of wage earners and lower-salaried clerical workers, they should reflect the price situation encountered by the majority.

ACCURATE FOR THE PURPOSE

So-called cost of living indexes are good indexes which reflect changes in quoted prices in regular sources of supply with a very high degree of accuracy. They are not completely infallible, but their faults are relatively minor. Most of the criticisms leveled against them arise from an unfamiliarity with their basis or a studied refusal to recognize it. They have been the center of a prolonged controversy because wage adjustments have been tied to them and their discredit would seem the best way to break wage ceilings.

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Management Reading

"Hiring Will Be Easier If You Blueprint Your Salesmen's Jobs," by Burton Bigelow and Edwin G. Flemming, *Sales Management*, August 15, 1946. When a sales manager sets out to hire salesmen, he becomes a specialized kind of purchasing agent. He is buying the time and effort of men. On this premise, the authors point out that "purchasing" should be done on the basis of meeting the exact specifications which would customarily be used in the purchasing department. Such specifications would then become a complete job analysis, covering:

1. A study of the salesmen's jobs and duties or job descriptions:
2. A study of job applications in relation to salesmen's performance:
3. A study of the characteristics of the company's "best" and "poorest" salesmen, determined by an examination of existing personnel records supplemented by psychological tests.

It is proposed that a study of this type might include such factors as job title, compensation, age, physical requirements, education, experience, emotional drains, type of customer, type of selling, initiative, job pattern, and opportunity for advancement. E. W. E.

Trends in Collective Bargaining

Union Wage Policies

The American Federation of Labor, the Congress of Industrial Organizations and independent unions are clamoring for wage increases on the basis of the failure of the government to control prices. Union spokesmen indicate that there is an inflationary spiral under way. The CIO unions in the automobile, rubber and oil industries declare that they are "prepared to seek wage increases if prices are not rolled back and the headlong rush to inflation halted." According to AFL spokesmen, the price ceiling break in February caused a greater rise in consumer prices than was expected and the consumer price index has reached the highest peak in twenty-six years.

The following program has been suggested to AFL affiliates by the national office as a guide for AFL unions:

1. Continue to increase production and improve efficiency. This is the only way to get a wage increase without raising prices and living costs. Production has made excellent progress in the last three months but is not yet meeting demand.

2. Use the strike weapon only as the last resort. Build up confidence and sound relations between your union and the employer based on bargaining and good faith, square dealing and presentation of facts. When the employer deals fairly with you, show your readiness to cooperate in solving plant problems. If disputes arise and cannot be settled, call in the United States Conciliation Service or use other means of settlement, making every effort to avoid strikes.

3. Negotiate wage increases within price ceilings or within existing prices if there are no ceilings.

The CIO, which is advocating buyers' strikes along with its program for increased wages, has issued this statement:

"The Price Decontrol Board has failed in its responsibility to the American people. The action of the board members indicates a lack of understanding of the seriousness of the inflationary price rises that have occurred since the demise of OPA on June 30.

"Failure to reestablish price control on milk and dairy products, and flour and bread places great hardships on workers' families. Prices of 50% of the daily purchases of foodstuffs are still left free to rise . . .

"CIO has warned that 'when American workers are squeezed between rising prices and declining take-home pay, something must be done to protect our living standards.'

"The board's decision does not establish a hold-the-line policy."

The CIO has requested that President Truman call a labor industry-wide conference to stabilize the economy and bring wages into alignment with prices. The AFL is opposed to such a conference, declaring that it prefers to work out agreements through collective bargaining, free from government controls. A continuing spiral of price increases will result in widespread, wild-cat strikes, according to a spokesman for the Railway Labor Executives' Association, who says that railway workers are blaming the government for runaway prices.

Independent unions seem to be following the patterns for wage increases established by unions affiliated with the CIO and the AFL. In Canada, the unions are also taking an aggressive position in their demands for wage increases to offset increased living costs.

"Open Book" Demand

The AFL is requesting management to show production records to their workers "so we can watch the increases due to our daily work." It also wants "access to financial reports so we can see the income resulting from the joint production processes. Share with us equitably as increasing income makes wage increases possible. Such a partnership can be an immense incentive to workers to increase production per man hour, but without the facts we cannot plan intelligently, we cannot adjust our demands to realities, we cannot have confidence that we will receive a just share in the results of our partnership effort."

These requests are similar to the open-book demand made by Walter P. Reuther of the UAW (CIO) earlier this year. The policy of allowing unions to examine the books of the company has been adopted here and there but is far from being widely practiced.

The issues of the union shop and "scientific" management are tied up with some of the current collective-bargaining demands. This question seems to be coming more and more to the fore in mass-production industries organized in recent years. Many of these plants are now operating under a maintenance-of-membership provision which, in many instances, was directed by the National War Labor Board during World War II.

Wage-reopening Clause

Wage-reopening clauses based on increases in the cost of living are being incorporated into many collective-bargaining agreements. A recently-negotiated wage clause between the General Aniline and Film

Corporation for its General Aniline Works Division, Rensselaer, New York, and the International Chemical Workers Union, Local No. 227, AFL, reads:

"Hourly wage rates and basic salary rates of all employees covered by this agreement shall be increased 2% as of the effective date of this agreement. If the rate after the increase contains a fractional part of one cent, the fraction shall be disregarded unless it amounts to at least one-half cent, in which case a full cent shall be added.

"The company agrees to pay wages and salaries in accordance with its job evaluation plan. . . .

(a) "Said salaries and wages shall remain in effect for the life of this agreement, except that salary and wage scales shall be adjusted automatically during the term of this agreement if the consumers' price index for large cities, published by the United States Department of Labor, increases or decreases more than five points from the index figure for the month which includes the date on which this agreement becomes effective (June 27, 1946) which figure shall constitute the base index figure for the purpose of this agreement. Changes in salary and wage schedules shall only be considered if such variations from the said base index figure remain for another thirty days succeeding the month during which the change of more than five points occurred.

(b) "The monthly indices used as a basis for making automatic adjustments provided for (in the preceding paragraph) shall be the actual month covered by the index and not the date of their release or publication. The base index figure shall be that published for the month in which this agreement becomes effective (June 27, 1946) and not the date of its publication.

(c) "Any such automatic adjustment in wages and salaries shall be retroactive to the beginning of the first pay week in any one month for which the index had increased or decreased, as outlined in section (a) of this article.

(d) "Notwithstanding any provisions contained in paragraph (a) hereof, it is expressly agreed that in the event of a decrease in the cost of living during the term of this agreement the wage scales payable by the company shall not in any case be adjusted below the wage scales established by this agreement, so that the wage scales established hereunder shall be the floor of such scales for the term of this agreement.

"Examples of the cost of living clause are as follows:

"Assuming that the base index would be 136.0 and should it rise to 141.0 and remain at this figure for another thirty days, this would result in an automatic salary and wage increase equal to five points, which, measured on the figure of 136.0, would amount to 3.63% of the prevailing base rates in the case of increases.

"Assuming that the base index would be 136.0 and should it fall to 131.0 and remain at this figure for another thirty days, this would result in an automatic salary and wage decrease equal to five points, which, measured on the figure of 136.0, would amount to 3.68% of the prevailing base rates in the case of decreases.

"All employees will be paid at least the minimum rate of the grade in which they are properly classified.

"Mid-point and/or maximum rates will be paid at the end of the period of time called for in the schedule.

"Promotions within a grade are to be made according to the time schedules attached.

"Any hourly employee temporarily assigned to a job of higher classification for four hours or more in any one day, shall receive at least the mid-point rate of that classification for any time worked that day up to eight hours. If, however, the mid-point is not 5 cents greater than his present rate, the employee shall receive the next higher rate in the higher classification. All daily overtime work performed by such employee shall be computed at the rate of the actual job performed.

"Night-shift and rotating-shift workers shall receive eight cents per hour premium. No shift premium shall be paid for any complete shift of 8 hours which falls between the hours of 7:00 a.m. and 6:00 p.m."

Engineers in Labor Unions

The recent trend toward engineers joining labor unions is analyzed by Waldo E. Fisher, Professor of Industrial Relations at the Wharton School of Finance and Commerce, University of Pennsylvania, in a report issued by the Industrial Relations Section of the California Institute of Technology.

According to this authority, by the arbitrary handling by supervisors of professional employees, the grievances of professional men were frequently neglected, while those of shop employees under the leadership of a labor union representative were given prompt attention. Also, promotions were not based on merit and "not infrequently engineers with average ability who played politics and made it a point to string along with their supervisors were pushed ahead of much better men who insisted on maintaining high engineering standards."

Professor Fisher points out that the National Labor Relations Board has ruled that engineers are employees under the act and therefore can organize and bargain collectively. The engineer, just as a production worker, does not have to join a bargaining unit unless the union or closed shop has been established. Where a maintenance-of-membership provision exists, engineers or production workers who have joined the union must remain members during the life of the agreement. Many of the professional employees who joined CIO unions, according to Professor Fisher, "now regret their decision" because "they find themselves out of sympathy with a number of the policies and methods of CIO unions."

Grievance procedures in agreements negotiated between professional employees through their bargaining agents and the company contain grievance and arbitration provisions similar to those in agreements covering production workers. A clause covering engineering employees negotiated into an agreement between the engineering department of a large east-

ern company and the Federation of Architects, Engineers, Chemists and Technicians¹ (CIO) contains a grievance procedure clause in which the employee or his union representative first takes up the grievance with the employee's immediate supervisor; failing here, the grievance goes to other management representatives, and from there, if need be, to the company's president or his representative.

Section Two provides that grievances shall be reduced to writing in triplicate on forms provided by the company and shall be dated and signed by the supervisor and the employee or his union representative. The supervisor inserts on the form his disposition of the matter and returns one copy to the employee or union representative, forwards one copy to the management of the engineering department and retains one copy. This is to be done by the close of the second working day following the presentation of the grievance.

All grievances must be presented to the supervisor in writing and must be so answered by him. When deemed necessary, the employee or union representative may have a reasonable period on company time to present the matter to his supervisor.

If a grievance is not taken to management within ten business days after receipt of the answer from the employee's immediate supervisor, the grievance will be considered settled. A meeting between management and the union grievance committee consisting of three employees selected by the union shall be held within ten business days after receipt of notice that this second step is desired by either party, and the company representatives shall give a written decision on the grievance within five business days following such joint meeting. Time of the members of the grievance committee while attending such meetings will be paid up to three hours once a week and will be considered as time worked.

Section 4 provides that the chief executive of the union and the company president or their representatives shall confer within fifteen days after such request, which shall be made within fifteen days after the previous decision has been made.

Sections 5 and 6 read:

"If the grievance is not settled, either party may, within the period between sixty and ninety days after the date upon which the grievance was delivered to the employee's supervisor, submit the grievance for arbitration by the American Arbitration Association under its labor arbitration rules. Only grievances based upon the alleged violation or interpretation of this agreement may be submitted to arbitration and the arbitrator shall not have the power to add to, subtract from, or modify the terms of this agreement or any agreement supplemental hereto.

"Whenever an employee presents a grievance to management without the assistance of a union representa-

tive, the company shall furnish the union with a statement setting forth the name of the employee, nature of the grievance and the manner of its disposition."

This agreement also contains a clause headed "Patents." This clause reads:

"The company may exact and require as a condition of employment or continued employment, the execution and delivery to it by any applicant for employment or employee, of an agreement in the form of . . . , attached hereto and, in addition, the execution and delivery to it or to any of its customers of such agreement assigning or transferring to any customers of the company part or all of the company's rights under such agreements . . . as may be required by its customers."

Bargaining for Christmas Bonus

On the basis of appreciation for its employees' cooperation and faithful service, a midwestern company has negotiated a Christmas-bonus clause in its agreement with the UAW (CIO). Payments of Christmas bonuses are thereby subject to appropriate action by the Board of Directors of the company, and if and when the 1946 Christmas bonus is approved, the bonus shall range from 3% for employees of one year's standing up to 5% for employees who had been with the company more than four years.

The base amount against which the percentage rates are to be applied is the sum of the weekly wages paid to each employee on the payroll during the fifty-two weeks from November 26, 1945, to November 25, 1946, overtime and bonus payments excluded. Minimum rewards may be established by the company.

Other details include the following:

"In the event a bonus payment is approved, notice will be given the union not later than December 10, 1946.

"Employees who shall be serving with the Armed Services of the United States, or any recognized auxiliary thereof, at the time of payment and who have more than one year of service with the company, shall receive the sum of \$30 per person; and employees in military service with less than one year, but more than six months' service with the company shall receive the sum of \$2.50 for each full month worked with the company. This provision shall not apply to any employee entering military service after August 15, 1945.

"If an employee has worked for the company for more than one year and is laid off because of a reduction in the force, he shall receive a Christmas bonus based upon the number of full months worked, which payment shall be paid at the same time and under the same conditions as the bonus payable to the rest of the employees."

Organized Labor in Sweden

For some years the "middle way" of labor-management relationships in Sweden has been regarded by some observers as the ideal collective-bargaining process. The postwar period in Sweden brings to the

¹Now a part of the United Office and Professional Workers of America.

fore a twenty-seven point program by organized labor which is causing some concern to Swedish industrialists and others interested in the Swedish economy. The program reads:

"1. Price rises must be prevented; in times of plentiful supply, prices should fall. But the price level must never be allowed to fall so low as to induce economic depression.

"2. Industry's efforts to maintain and increase the level of employment must be coordinated under State control.

"3. Export markets must be fully utilized. State-aided export credits. Foreign markets opened to small-scale industries. Import of necessary raw materials guaranteed by trading policy.

"4. Long-term housing program to raise Swedish housing standards.

"5. Cheap mass production of high-quality consumer goods.

"6. Investments in the agricultural, forestry and fishing industries.

"7. Public works should increase when the level of private employment is low.

"8. Effective operation of employment exchanges and retraining. Better facilities for occupational training and guidance. More work for the disabled.

"9. Increased real wages and real incomes for the masses.

"10. United wage policy. Leveling of income differences between agriculture and other branches of occupation and between men and women.

"11. Security against loss of earnings. General unemployment and health insurance. Unemployment benefits increased to subsistence level. National pensions raised.

"12. Improved industrial hygiene. More effective protection against industrial disease and accidents.

"13. Shorter working hours, particularly in heavy work.

"14. Effective measures to improve public health.

"15. Assuring a more even distribution of the cost of children through social benefits to families. Day nurseries and kindergartens. Subsidized domestic help for families in emergencies. Labor-saving domestic equipment.

"16. Equal educational facilities for all, irrespective of parents' income and place of residence.

"17. Equal living standards and the abolition of class distinctions.

"18. National planning of investments.

"19. Foreign trade under government supervision. Contribution to international economic cooperation.

"20. Stabilization and rationalization of the building industry. Rebuilding of condemned or crowded areas. Building sites and apartment houses in urban districts to be gradually transferred to municipal ownership.

"21. Rationalization of agriculture. Incomplete farms supplemented so as to become financially profitable units.

"22. Rationalization of domestic work under State auspices.

"23. Government support for nonprofit production or socialization where private enterprise entails abuses or monopolism.

"24. Cartel agreements and similar price combines should be made public. Open account must be given of the relation between profits, prices and costs.

"25. Greater support for technical-economic research.

"26. Consumer goods under public quality control. Energetic measures to encourage higher standards.

"27. Greater influence on the part of the workers over the administration of industry."

Some industrialists in Sweden are fearful that this program may endanger the peaceful middle way. Government spokesmen, however, declare that this conclusion is not necessary. Whatever its consequences, it is evident that a militant left-wing group is developing within the trade-union movement which is not in accord with the middle-way policies of the labor leaders, who in most instances are members of the Social Democratic Party, the government group in Sweden today.

ABRAHAM A. DESSER
Management Research Division

Management Book Shelf

Profitable Labor Relations. By Paul Mooney. New York: Harper & Brothers. \$2.50

In a relatively small book, the author attacks, both generally and specifically, two problems: how management can obtain a high level of quantity and quality production; and how employees may obtain what they want from their jobs. It is not concerned with collective bargaining, strikes, and grievance procedures, but with the principles of leadership which management should put into effect to develop a harmonious and productive working force.

The author illustrates his principles with a case history of their application to one company's problems. He analyzes what determines how ably a man works. He shows how these factors relate to a specific job situation so that the production of the workers increases 25% and the errors decrease 95%. His analysis of the problem of developing more effective supervision and management is supported by a description of the major steps taken by the company which he served as consultant.

The author bemoans the cry of "you know how men are today." He sees in it a challenge to positive, aggressive management leadership. Intelligent management has within its power the ability to construct sound industrial relations, profitable financially and spiritually to employer and employee. W. W. M.

SIGNIFICANT LABOR STATISTICS

Source: THE CONFERENCE BOARD, unless otherwise indicated

Item	Unit	1946							Year Previous	Percentage Change	
		July	June	May	April	Mar.	Feb.	Latest Month over Previous Month ¹		Latest Month over Year Previous	
Clerical salary rates											
Billing machine operator.....	mode in dollars	....	....	....	38	....	....	....	....	....
Calculating machine or compt' ter operator.....	mode in dollars	....	....	....	40	....	....	....	....	....
Office boy or girl.....	mode in dollars	....	....	....	26	....	....	....	....	....
Stenographer.....	mode in dollars	....	....	....	35	....	....	....	....	....
Telephone switchboard operator.....	mode in dollars	....	....	....	46	....	....	....	....	....
Senior copy typist.....	mode in dollars	....	....	....	36	....	....	....	....	....
Cost of living											
Food.....	1923=100	....	116.2	....	....	113.8	....	114.8	+2.1	+1.2
Housing.....	1923=100	....	91.0	....	....	91.0	....	91.0	0	0
Clothing.....	1923=100	....	96.4	....	....	94.8	....	94.7	+1.7	+1.8
Men's.....	1923=100	....	106.8	....	....	104.2	....	103.8	+2.5	+2.9
Women's.....	1923=100	....	85.9	....	....	85.4	....	85.5	+0.6	+0.5
Fuel and light.....	1923=100	....	97.4	....	....	97.4	....	96.3	0	+1.1
Electricity.....	1923=100	....	66.9	....	....	66.9	....	66.9	0	0
Gas.....	1923=100	....	94.5	....	....	94.5	....	94.5	0	0
Sundries.....	1923=100	....	117.3	....	....	115.9	....	115.5	+1.2	+1.6
All items.....	1923=100	....	108.2	....	....	106.7	....	106.9	+1.4	+1.2
Purchasing value of dollar.....	1923 dollars	....	.924	....	....	.937	....	.935	-1.4	-1.2
All items (BLS).....	1935-39=100	141.0	133.3	131.5	130.9	130.2	129.6	129.4	+5.8	+9.0	
Employment and unemployment											
Unemployment.....	thousands	p 1,726	p 1,485	r 2,065	3,244	4,492	5,151	....	+16.2	....
Employment over normal economic labor force.....	thousands	....	....	....	....	....	....	r 7,289	....	....
Total employment.....	thousands	p 55,591	p 55,789	r 55,165	53,941	52,647	51,940	64,058	-0.4	-13.2	
Agriculture, forestry, fishing.....	thousands	p 11,496	p 11,685	r 11,068	9,908	8,845	8,178	11,027	-1.6	+4.3	
Total industry.....	thousands	p 19,503	p 19,160	r 18,745	18,322	17,923	17,222	19,685	+1.8	-0.9	
Manufacturing.....	thousands	p 12,404	p 12,247	r 12,076	11,988	11,456	10,821	13,465	+1.3	-7.9	
Trade, service, miscellaneous.....	thousands	p 24,591	p 24,945	r 25,352	25,711	25,879	26,541	33,346	-1.4	-26.3	
Strikes (BLS)											
Beginning in period.....	number	p 480	p 350	360	465	385	260	523	+37.1	-8.2	
Workers involved.....	thousands	p 185.0	p 150.0	560.0	575.0	130.0	130.0	325.0	+23.3	-43.1	
Total man days idle.....	thousands	p 3,300	p 3,800	11,500	15,500	14,000	21,500	1,769	-13.2	+86.5	
Turnover rates in manufactur'g (BLS)											
Separations.....	per 100 employees	....	p 5.6	r 6.3	6.3	6.6	6.3	7.9	-11.1	-29.1
Quits.....	per 100 employees	....	p 3.9	r 4.2	4.3	4.2	3.9	5.1	-7.1	-23.5
Miscellaneous.....	per 100 employees	....	p .1	.2	.2	.2	.2	.4	-50.0	-75.0
Discharges.....	per 100 employees	....	p .3	.4	.4	.4	.5	.7	-25.0	-57.1
Layoffs.....	per 100 employees	....	p 1.3	1.5	1.4	1.8	1.7	1.7	-13.3	-23.5
Accessions.....	per 100 employees	....	p 6.5	r 6.1	6.7	7.1	6.8	5.9	+6.6	+10.2
Wage Earners											
All manufacturing industries (BLS)											
Earnings, hourly.....	average in dollars	....	1.084	1.071	1.058	1.035	1.002	1.038	+1.3	+4.6
weekly.....	average in dollars	....	43.35	r 42.48	r 42.88	42.15	40.58	46.32	+2.0	-6.4
Hours per production worker.....	average per week	....	40.0	39.7	40.5	40.7	40.5	44.6	+0.8	-10.4
Twenty-five manufacturing industries											
Earnings, hourly.....	average in dollars	1.193	1.189	1.180	1.165	1.146	1.129	1.106	+0.3	+7.9	
weekly.....	average in dollars	47.58	r 47.20	46.16	46.92	46.44	43.56	49.00	+0.8	-2.9	
Hours per production worker.....	average per week	40.0	r 39.8	39.3	40.4	40.7	39.2	44.3	+0.5	-9.7	
Employment.....	1923=100	119.1	118.2	114.6	114.5	109.0	104.5	123.2	+0.8	-3.3	
Total man hours.....	1923=100	96.8	r 95.6	91.6	94.0	90.1	83.3	110.9	+1.3	-12.7	
Payrolls.....	1923=100	213.0	r 209.7	198.8	201.9	190.2	171.1	226.8	+1.6	-6.1	
Wage-rate increases.....	average per cent	8.5	12.5	11.7	13.9	14.4	10.9	5.3	....	....
Production workers affected.....	per cent	2.9	r 3.3	8.4	11.1	10.6	4.0	0.4	....	....
Manufacture and distribution of gas											
Earnings, hourly.....	average in dollars	....	....	....	....	....	a 1.084	1.041	....	+4.1
weekly.....	average in dollars	....	....	....	....	....	a 48.84	49.70	....	-1.7
Hours per wage earner.....	average per week	....	....	....	....	....	a 44.3	47.4	....	-6.5
Generation and distribution of electricity											
Earnings, hourly.....	average in dollars	....	....	....	....	....	a 1.200	1.145	....	+4.8
weekly.....	average in dollars	....	....	....	....	....	a 51.97	52.02	....	-0.1
Hours per wage earner.....	average per week	....	....	....	....	....	a 42.4	45.1	....	-6.0
Class I railroads²											
Earnings, hourly.....	average in dollars	....	....	....	....	.980	.991	.982	-1.1	-0.2
weekly.....	average in dollars	....	....	....	....	48.60	49.81	52.47	-2.4	-7.4
"Real" weekly earnings.....	1923=100	....	....	....	....	153.6	157.4	167.8	-2.4	-8.5
Hours per wage earner.....	average per week	....	....	....	....	49.6	50.3	53.4	-1.4	-7.1
Agricultural wage rates per month³ (BAE)											
With board.....	average in dollars	96.50	....	....	87.80	....	....	89.58	+9.9	+7.7
With board.....	average in dollars	92.00	....	....	83.80	....	....	85.80	+9.8	+7.2
Without board.....	average in dollars	106.00	....	....	97.40	....	....	99.00	+8.8	+7.1
New York City metro. area, eighteen manufacturing industries											
Earnings, hourly.....	average in dollars	1.238	1.228	1.219	1.202	1.164	1.150	1.125	+0.8	+10.0	
weekly.....	average in dollars	50.39	50.47	50.10	48.92	47.61	48.30	51.30	-0.2	-1.8	
Hours per production worker.....	average per week	40.7	41.1	41.1	40.7	40.9	42.0	45.6	-1.0	-10.7	

¹Changes in Cost of Living and Agricultural Wage Rates are quarterly.
²Derived from Interstate Commerce Commission reports.

³As of first day of month.
aJanuary, 1946.

pPreliminary
rRevised

Chronology of Labor Relations

August

1 National Employment Passes 60 Million—Census Bureau reports that civilian employment in July reached the new peak figure of 58,130,000, with the Armed Services adding about 2,600,000. Report also states that unemployment of 2,270,000 in July was lower than in any previous month in 1946.

7 Russian Paper Attacks Soviet Workers' Living Standards—*Trud*, Russian trade-union newspaper, cites examples of low living and job standards and nonpayment of wages in Don Basin area in campaign to improve labor efficiency and production in the Soviet Union.

Pratt & Whitney Workers Return—United Automobile Workers (CIO) accept settlement proposal for strike which had kept 1,850 union workers idle since March 15.

8 Veterans' Pension and Training Measures Approved—President Truman signs measures which increase pension benefits to specific groups of veterans, tighten standards for on-the-job training programs, and allocate surplus buildings and facilities to colleges for veterans' education and training.

Additional Lumber Wage Increase Disapproved—John R. Steelman, Director of the Office of Economic Stabilization, rules that new wage increases for 45,000 West coast lumber workers, already negotiated by a dominant group of unions and employers, would disregard existing wage patterns in that industry.

9 WSB Allows Rise in Building Wages—National Wage Stabilization Board permits building contractors to raise wages up to the approved scale of the surrounding area without consent of the Wage Adjustment Board. Ruling follows last week's announcement that wage increases granted between July 1-25 must be rolled back to legal levels of June 30.

11 Reilly Suggests Changes in Wagner Act—Gerard D. Reilly, retiring member of the National Labor Relations Board, favors revision of the act to give employers the right to petition for bargaining elections and greater freedom of speech during union organizing campaigns. Reilly declares that the Wagner act is basically sound and has materially reduced labor disputes, but that it would become even more effective if secondary boycotts were banned, as well as strikes for representation, and if the status of supervisory employees was clarified.

Labor and Industry To Share in Choice of Arbiter—New Labor Department ruling effective September 1, places equal responsibility on unions and companies in selecting arbitrators for disputes affecting the financial stability of a company or existence of a union.

13 Strike Settlement Saves Eastern Tomato Crop—Campbell Soup Company and members of the Food, Tobacco, Agriculture and Allied Workers Union (CIO) reach compromise agreement and avert strike of 4,000 workers which would have seriously damaged the

\$4,900,000 tomato crop in Eastern Pennsylvania and Southern New Jersey.

17 Court Indicts Detroit Teamster Officials—Grand Jury charges eighteen leaders of city teamsters with extortion and conspiracy to violate the state labor laws following last winter's drive to organize Detroit's independent meat retailers.

20 Rankin Orders Investigation of CIO-PAC—Representative John E. Rankin, acting chairman of the House Committee on Un-American Activities, starts inquiry into the Political Action Committee of the CIO to determine whether that organization is "engaged in subversive activities" and operating "in flagrant violation" of the new federal lobbying act.

21 CIO Opens Second Round of Wage Demands—The United Automobile Workers (CIO) demands general pay rise for 70,000 employees of Chrysler Corporation. Norman R. Matthews, Director of Chrysler union, describes demand as the beginning of a drive for higher wages throughout the automobile industry.

22 Long Island Rail Strike Postponed—District 50 of United Mine Workers (AFL) defers threatened strike against the Long Island Railroad until September 24. The walkout of 900 ticket collectors and brakemen, called off six hours before deadline, would have tied up what is said to be the largest commuters' service in the country, affecting an estimated 108,000 regular passengers.

23 Grand Jury Indicts Fishermen's Union—Local 36 of the International Fishermen and Allied Workers of America (CIO) is charged by antitrust officials with conspiring to fix minimum prices of fish sold to Southern California dealers. Government claims that individuals were not actually union employees, but independent fishermen representing themselves as a co-operative as well as a union.

28 NLRB Declares Plant Talk Violated Wagner Act—National Labor Relations Board, in 2-1 decision, states that Clark Brothers Company, Inc., of Olean, New York, compelled its employees to assemble and listen to an antiunion speech one hour before a collective-bargaining election and that such action had a restraining and coercive effect on the free expression of employees' will.

29 NMU Halts Great Lakes Shipping Strike—The National Maritime Union (CIO) calls off walkout of Great Lakes seamen which began August 15. NMU states that all but seven companies have met demands for a 48-hour work week at sea and 40 to 44 hours in port.

Arbitrator Approves Press Radio Layoff Action—Arthur S. Meyer, Chairman of New York State Board of Mediation, rules that Press Wireless, Inc., was within its rights in scheduling the layoff of forty-six employees. The chairman adds, however, that both sides were at fault in negotiation of the disputed points which resulted in a two-week strike and embargo against press copy carried by other companies.

Payroll Statistics in Manufacturing

REAL WEEKLY earnings of production workers in the twenty-five manufacturing industries surveyed each month by THE CONFERENCE BOARD dropped sharply from June to July, but all the other payroll statistics for these industries rose during that time. Hourly earnings set a new peak level for the sixth consecutive month, although reported wage-rate increases amounted to only 0.2% for all workers.

EARNINGS AND HOURS

In July, hourly earnings of production and related workers averaged \$1.193, 0.3% more than in June, and the highest point ever reached by the series. This was the ninth successive month in which hourly earnings rose above the previous month's level, and the sixth in which the rise was to a new peak. The total increase during this period, that is, from October, 1945, to July, 1946, was 10.6%. Since the average work week dropped from 42.3 hours to 40 hours during the same time, increased premium payments for overtime work were certainly not important in the rise. While wage-rate increases were the principal cause of the increased hourly earnings, another factor was the shift in employment distribution. Last October, skilled male workers, the highest paid of the three groups, made up 63.3% of the total, whereas in July, 66% of the workers were in this class. During the same time the percentage of women workers dropped from 22.8% to 18.9%. Since January, 1941, the base date of the Little Steel formula, hourly earnings have risen 57.2%, and since August, 1939, just

Wage-rate Increases and Workers Affected

Source: THE CONFERENCE BOARD

Date	25 Manufacturing Industries	
	Production Workers Affected	Wage-rate Increase
1945		
July.....	0.4%	5.3%
August.....	0.4	4.5
September.....	1.5	5.3
October.....	1.5	7.0
November.....	4.2	9.5
December.....	5.6	11.5
1946		
January.....	4.4	11.1
February.....	4.0	10.9
March.....	10.6	14.4
April.....	11.1	13.9
May.....	8.4	11.7
June.....	3.3	12.5
July.....	2.9	8.5

before the start of hostilities in Europe, they have increased 65.7%.

Weekly earnings averaged \$47.58 in July, higher than during any month since last August. Only during the period from February, 1944, through August, 1945, were weekly earnings higher than in July, and the work week during that time averaged 45 hours or more during all but the last two months, while in July it was only 40 hours long. July weekly earnings were 0.8% greater than those of June but 2.9% less than in July, 1945. The rise in weekly earnings since January, 1941, has been 55.4%, almost as much as the increase in hourly earnings.

EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, PRODUCTION WORKERS, TWENTY-FIVE MANUFACTURING INDUSTRIES

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

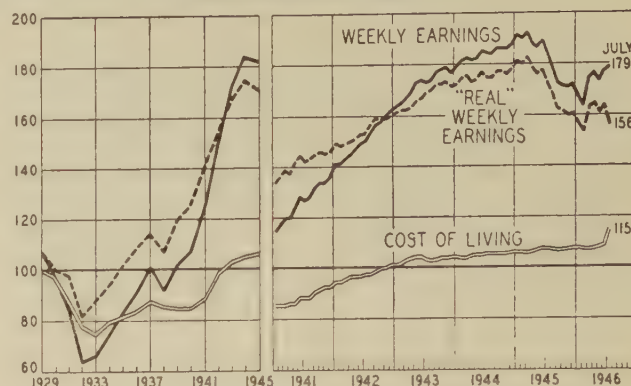
Date	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Production Worker	Average Nominal Hours per Week per Production Worker	Index Numbers, 1923 = 100							
					Hourly Earnings		Weekly Earnings		Actual Hours per Week per Production Worker	Employment	Total Man Hours	Payrolls
					Actual	Real	Actual	Real				
1945 July.....	\$1.106	\$49.00	44.3	44.2	204.4	191.2	184.1	172.2	90.0	123.2	110.9	226.8
August.....	1.103	47.73	43.4	44.1	203.9	191.3	179.4	168.3	88.2	119.5	105.4	214.4
September.....	1.085	45.74	42.3	43.4	200.6	188.9	171.9	161.9	86.0	103.8	89.3	178.4
October.....	1.079	45.50	42.3	43.1	199.4	187.6	171.0	160.9	86.0	104.1	89.5	178.0
November.....	1.088	45.42	41.9	42.9	201.1	188.5	170.7	160.0	85.2	106.2	90.5	181.3
December.....	1.102	45.72	41.7	42.5	203.7	190.2	171.8	160.4	84.8	105.7	89.6	181.6
1946 January.....	1.107	44.62	40.6	42.2	204.6	191.0	167.7	156.6	82.5	106.5	87.9	178.6
February.....	1.129	43.56	39.2	41.7	208.7	195.6	163.7	153.4	79.7	104.5	83.3	171.1
March.....	1.146	46.44	40.7	41.6	211.8	198.5	174.5	163.5	82.7	109.0	90.1	190.2
April.....	1.165	46.92	40.4	41.5	215.3	200.8	176.3	164.5	82.1	114.5	94.0	201.9
May.....	1.180	46.16	39.3	41.3	218.1	202.5	173.5	161.1	79.9	114.6	91.6	198.8
June.....	1.189	47.20 _r	39.8 _r	41.2	219.8	203.1	177.4 _r	164.0 _r	80.9 _r	118.2	95.6 _r	209.7 _r
July.....	1.193	47.58	40.0	41.2	220.5	192.6	178.8	156.2	8.13	119.1	96.8	213.0

As THE CONFERENCE BOARD's index of the cost of living is now done on a quarterly basis only, the month-to-month changes in the Bureau of Labor Statistics' index are applied to these quarterly figures to obtain a monthly figure which may be used to compute real earnings, the value in goods and services of dollar earnings. Using this estimated index for July, and the regular quarterly index for June, real weekly earnings showed a decline of 4.8% over the month. The July level of 156.2 (1923=100) was lower than any month since July, 1942, with the single exception of February of this year, when weekly earnings were abnormally low because of the many strikes then current.

Real weekly earnings rose from June to July in only two industries, iron and steel, and meat packing. In both of them actual weekly earnings rose over the month because working hours, which had been unusually low for two or three months were increased substantially in July. For the twenty-five manufacturing industries combined, real weekly earnings were

Average Weekly Earnings in 25 Manufacturing Industries

Source: THE CONFERENCE BOARD
Index Numbers, 1923=100



9.3% lower this July than during the same month of 1945. They were still 16.8% higher than in January, 1941, and 27.9% above the level of August, 1939.

EARNINGS AND HOURS, PRODUCTION WORKERS, JULY, 1946

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings				Average Hours per Week per Production Worker			
	Hourly		Weekly		Actual		Nominal	
	July	June	July	June	July	June	July	June
Agricultural implement.....	\$1.256	\$1.254	\$48.25	\$48.95	38.4	39.0	40.3	40.3
Automobile ¹	1.394	1.393 ^r	49.75	51.73 ^r	35.7	37.1 ^r	40.6	40.4
Boot and shoe.....	.901	.895	36.36	36.05	40.4	40.3	42.1	42.2
Chemical.....	1.229	1.219 ^r	46.48	45.77 ^r	37.8	37.6 ^r	40.4	40.5
Rayon producing ²	1.073	1.043 ^r	40.50	39.02 ^r	37.7	37.4 ^r	40.0	40.0
Cotton—North.....	.934	.919	39.03	38.08	41.8	41.5	41.8	42.0
Electrical manufacturing.....	1.251	1.263	50.49	50.61	40.4	40.1	40.1	40.2
Furniture ³	1.128	1.109 ^r	46.61	45.48 ^r	41.3	41.0 ^r	42.2	42.5
Hosiery and knit goods.....	.968	.958	37.77	37.97	39.0	39.7	41.4	41.4
Iron and steel ⁴	1.351	1.344	49.89	46.54	36.9	34.6	40.5	40.3
Leather tanning and finishing.....	1.116	1.105	47.04	47.27	42.1	42.8	43.0	43.0
Lumber and millwork.....	1.209	1.214	50.64	50.81	41.9	41.9	41.3	41.3
Meat packing.....	1.112	1.105	46.21	42.55	41.6	38.5	40.2	40.1
Paint and varnish.....	1.120	1.126 ^r	44.96	45.38	40.1	40.3 ^r	41.8	41.7
Paper and pulp.....	1.060	1.051	46.73	45.66	44.1	43.4	41.1	41.3
Paper products.....	.994	1.000 ^r	40.24	41.28 ^r	40.5	41.3	43.2	43.1
Printing—book and job.....	1.267	1.239	56.44	54.41	44.6	43.9	44.1	43.4
Printing—news and magazine.....	1.357	1.349 ^r	53.95	53.04 ^r	39.7	39.3 ^r	40.6	40.6
Rubber.....	1.327	1.316	51.35	49.81	38.7	37.9	40.6	40.5
1. Rubber tires and tubes.....	1.473	1.455	55.91	53.12	37.9	36.5	39.9	39.7
2. Other rubber products.....	1.088	1.096	43.53	44.07	40.0	40.2	42.0	41.8
Silk and rayon.....	.944	.946	39.30	39.18	41.6	41.4	40.6	40.7
Wool.....	1.056	1.056	43.11	43.41	40.8	41.1	41.5	41.5
1. Woolen and worsted goods.....	1.063	1.061	43.79	43.51	41.2	41.0	42.3	42.3
2. Other woolen products ⁵	1.046	1.049	42.10	43.26	40.2	41.2	40.3	40.1
Foundries and machine shops.....	1.263	1.263	50.90	51.08	40.3	40.5	41.3	41.4
1. Foundries.....	1.243	1.248	49.75	49.90	40.0	40.0	40.8	41.0
2. Machines and machine tools.....	1.248	1.249	51.10	51.50	40.9	41.2	42.1	41.9
3. Heavy equipment.....	1.337	1.343	54.19	53.88	40.5	40.1	40.9	40.9
4. Hardware and small parts.....	1.205	1.201	48.49	48.71	40.2	40.6	41.9	41.7
5. Other products.....	1.251	1.246	49.94	50.33	39.9	40.4	41.2	41.3
25 INDUSTRIES.....	\$1.193	\$1.189	\$47.58	\$47.20 ^r	40.0	39.8 ^r	41.2	41.2
Cement.....	\$1.049	\$1.011	\$43.27	\$41.31	41.3	40.9	38.9	39.0
Petroleum refining.....	1.470	1.464	58.18	58.24	39.6	39.8	40.2	40.2
27 INDUSTRIES.....	\$1.196	\$1.192 ^r	\$47.69	\$47.31 ^r	40.0	39.9 ^r	41.2	41.2
Aircraft.....	\$1.398	\$1.370	\$57.05	\$55.08	40.8	40.2	40.2	40.2
Shipbuilding.....	1.458	1.462	52.16	52.15	35.8	35.7	40.0	40.0

See footnotes on page 307

EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, PRODUCTION WORKERS, JULY, 1946

Index Numbers, 1923=100

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings						Employment	Total Man Hours Worked		Payrolls		
	Hourly, Actual		Weekly									
			Actual		Real							
July	June	July	June	July	June	July	June	July	June	July	June	
Agricultural implement.....	225.9	225.5	175.4	177.9	153.2	164.4	177.1	178.5	137.4	140.7	310.6	317.6
Automobile ¹	220.6	220.4 _r	165.1	171.6 _r	144.2	158.6 _r	127.4	112.6	95.3	87.6 _r	210.3	193.2 _r
Boot and shoe.....	171.6	170.5	150.7	149.5	131.6	138.2	100.0	100.8	88.0	88.5	150.7	150.7
Chemical.....	241.9	240.0 _r	180.4	177.7 _r	157.6	164.2 _r	189.6	188.3	141.6	139.9 _r	342.0	334.6 _r
Cotton—North.....	209.9	206.5	183.8	179.3	160.5	165.7	38.8	40.1	33.9	34.8	71.3	71.9
Electrical manufacturing.....	220.2	222.4	186.4	186.8	162.8	172.6	231.6	228.6	195.7	191.8	431.7	427.0
Furniture ²	218.2	214.5 _r	186.9	182.4 _r	163.2	168.6 _r	118.6	110.6 _r	101.6	94.1 _r	221.7	201.7 _r
Hosiery and knit goods.....	253.4	250.8	213.8	214.9	186.7	198.6	81.4	82.3	68.5	70.5	174.0	176.9
Iron and steel ⁴	226.7	225.5	145.8	136.0	127.3	125.7	119.7	118.3	76.6	71.0	174.5	160.9
Leather tanning and finishing.....	229.6	227.4	203.1	204.1	177.4	188.6	69.0	70.1	61.0	63.0	140.1	143.1
Lumber and millwork.....	255.6	256.7	216.2	217.0	188.8	200.6	51.4	51.0	43.5	43.1	111.1	110.7
Meat packing.....	235.1	233.6	196.3	180.8	171.4	167.1	89.1	93.4	74.6	72.4	174.9	168.9
Paint and varnish.....	198.9	200.0 _r	171.3	172.9	149.6	159.8	168.2	164.8	144.5	142.2 _r	288.1	284.9
Paper and pulp.....	210.3	208.5	179.2	175.1	156.5	161.8	136.8	143.4	116.4	120.2	245.1	251.1
Paper products.....	218.0	219.3 _r	184.8	189.5 _r	161.4	175.1 _r	188.1	187.4	160.1	162.7	347.6	355.1 _r
Printing—book and job.....	194.0	189.7	188.4	181.7	164.5	167.9	145.2	139.6	141.1	133.5	273.6	253.7
Printing—news and magazine.....	195.8	194.7 _r	172.8	169.8 _r	150.9	156.9 _r	133.5	132.1 _r	117.7	115.3 _r	230.7	224.3 _r
Rubber.....	212.0	210.2	183.2	177.7	160.0	164.2	139.8	143.9	120.8	121.7	256.1	255.7
Silk and rayon.....	190.3	190.7	170.6	170.1	149.0	157.2	90.6	91.7	81.1	81.6	154.6	156.0
Wool.....	209.1	209.1	179.8	181.1	157.0	167.4	73.3	75.0	63.0	64.9	131.8	135.8
Foundries and machine shops.....	220.4	220.4	179.4	180.0	156.7	166.4	138.3	140.5	112.4	114.8	248.1	252.9
1. Foundries.....	210.7	211.5	168.0	168.5	146.7	155.7	153.6	153.9	122.4	122.7	258.0	259.3
2. Machines and machine tools.....	227.3	227.5	187.2	188.6	163.5	174.3	137.0	141.2	112.5	116.8	256.5	266.3
3. Heavy equipment.....	199.6	200.4	164.1	163.2	143.3	150.8	102.7	110.0	84.4	89.4	168.5	179.5
4. Hardware and small parts.....	235.4	234.6	195.4	196.3	170.7	181.4	143.1	141.4	118.6	118.4	279.6	277.6
5. Other products.....	223.4	222.5	182.7	184.2	159.6	170.2	146.9	145.3	120.2	120.3	268.4	267.6
25 INDUSTRIES.....	220.5	219.8	178.8	177.4 _r	156.2	164.0 _r	119.1	118.2	96.8	95.6 _r	213.0	209.7 _r

NOTE: No basic 1923 data are available, hence no indexes are given for the following: Rayon producing, rubber tires and tubes, other rubber products, woolen and worsted goods, other woolen products, cement, petroleum refining, "27 industries," aircraft and shipbuilding.

See footnotes on page 307

Since the beginning of 1946, average hours a week have fluctuated sharply, mostly because of the widespread strikes. They have ranged from 39.2 hours to 40.7 hours, with the July work week of 40 hours about in the middle. The increase from June amounted to only 0.2 hour, or 0.5%, but the decline since July, 1945, was 4.3 hours, or 9.7%. Since January, 1945, when the work week averaged 46.2 hours, the high point of the war years, working hours have been reduced 13.4%.

Man hours rose 1.3% from June to July, but still remained 12.7% below the level of the previous July. They have increased 5.8% since January, 1941, and 47.1% since August, 1939.

EMPLOYMENT AND PAYROLLS

From June to July, employment continued the upward trend which began last October. The latest monthly increase of 0.8% brought the index in July to 119.1 (1923=100), 14.7% higher than during September, 1945, when manufacturing employment was at its lowest point since before the war. The rise in employment in the twenty-five industries combined was the result of changes in the individual industries ranging from a decline of 6.6% (in the heavy equip-

ment group of foundries and machine shops) to an increase of 13.1% (in the automobile industry). Other large changes were declines of 4.6% in both meat packing and paper and pulp, and increases of 7.2% in furniture and 4% in book and job printing.

Employment for the composite of the twenty-five industries was, in July, 3.3% lower than in July, 1945, but 39.3% greater than in August, 1939.

Total payrolls were increased 1.6% from June to July, bringing the index to 213.0 (1923=100). This was 24.5% above the low point of February, 1946, but was still 22.7% less than the peak which was reached in November, 1943. Thirteen of the individual industries had larger payrolls in July than in June. Payrolls for the composite were 6.1% smaller than in July of last year.

FOUR INDUSTRIES

An increase of 3.8% from June to July in the hourly earnings of cement workers brought the July average to \$1.049, a new peak level. While wage-rate increases and longer hours were responsible for the greater part of this rise, it is possible that some workers were employed on the Fourth of July and were paid double

EARNINGS AND HOURS, MALE AND FEMALE PRODUCTION WORKERS, JULY, 1946

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	ALL MALE						FEMALE					
	Average Earnings				Average Hours per Week per Production Worker		Average Earnings				Average Hours per Week per Production Worker	
	Hourly		Weekly		July	June	Hourly		Weekly		July	June
	July	June	July	June			July	June	July	June		
Agricultural implement.....	\$1.262	\$1.262	\$48.55	\$49.35	38.5	39.1	\$1.094	\$1.086	\$41.19	\$40.88	37.7	37.6
Automobile ¹	1.417	1.418 _r	50.66	52.78 _r	35.8	37.2 _r	1.196	1.175 _r	41.85	42.67 _r	35.0	36.3 _r
Boot and shoe.....	1.039	1.037	42.18	42.13	40.6	40.6	.758	.749	30.38	29.89	40.1	39.9
Chemical.....	1.289	1.278	49.18	48.44 _r	38.2	37.9	.871	.865	31.38	30.87	36.0	35.7
Rayon producing ²	1.133	1.101 _r	43.46	41.91 _r	38.3	38.1 _r	.903	.878 _r	32.61	31.27 _r	36.1	35.6
Cotton—North.....	1.003	.986	44.17	43.09	44.1	43.7	.831	.819	32.19	31.54	38.8	38.5
Electrical manufacturing.....	1.342	1.349	55.03	54.60	41.0	40.5	1.009	1.028	39.02	40.08	38.7	39.0
Furniture ³	1.160	1.142 _r	48.18	47.09 _r	41.5	41.2 _r	.881	.856 _r	35.18	33.56 _r	39.9	39.2 _r
Hosiery and knit goods.....	1.305	1.297	53.44	53.51	41.0	41.3	.797	.783	30.37	30.45	38.1	38.9
Iron and steel ⁴	1.354	1.347	50.01	46.64	36.9	34.6	1.123	1.120	40.63	38.77	36.2	34.6
Leather tanning and finishing.....	1.142	1.130	48.91	49.35	42.8	43.7	.955	.948	36.61	35.94	38.3	37.9
Lumber and millwork.....	1.218	1.223	51.04	51.22	41.9	41.9	.929	.928	38.93	38.60	41.9	41.6
Meat packing.....	1.150	1.148	48.30	44.52	42.0	38.8	.915	.905	36.11	33.66	39.5	37.2
Paint and varnish.....	1.136	1.143 _r	45.77	46.25	40.3	40.5 _r	a.868	.858 _r	32.76	32.53 _r	37.8	37.9 _r
Paper and pulp.....	1.079	1.070	47.86	46.82	44.4	43.7	.780	.758	31.35	29.76	40.2	39.3
Paper products.....	1.121	1.131 _r	46.83	48.02 _r	41.8	42.4	.765	.770 _r	29.30	30.27 _r	38.3	39.3
Printing—book and job.....	1.457	1.417	67.19	64.05	46.1	45.2	.836	.816	34.57	33.52	41.4	41.1
Printing—news and magazine.....	1.449	1.433 _r	57.90	56.59 _r	40.0	39.5 _r	.838	.854 _r	32.30	32.78 _r	38.5	38.4 _r
Rubber.....	1.436	1.423	56.08	54.18	39.1	38.1	.956	.955	35.86	35.45	37.5	37.1
1. Rubber tires and tubes.....	1.532	1.513	58.73	55.82	38.3	36.9	1.122	1.116	40.11	38.30	35.7	34.3
2. Other rubber products.....	1.224	1.233	49.90	50.34	40.8	40.8	.850	.854	32.89	33.41	38.7	39.1
Silk and rayon.....	1.015	1.020	43.33	43.55	42.7	42.7	.781	.778	30.77	30.20	39.4	38.8
Wool.....	1.104	1.106	45.97	46.57	41.6	42.1	.962	.960	37.79	37.72	39.3	39.3
1. Woolen and worsted goods.....	1.101	1.101	46.50	46.31	42.2	42.0	.997	.994	39.43	39.12	39.5	39.3
2. Other woolen products ⁵	1.109	1.113	45.28	46.91	40.8	42.1	.894	.893	34.70	35.00	38.8	39.2
Foundries and machine shops.....	1.291	1.292	52.33	52.55	40.5	40.7	.971	.968	37.04	37.06	38.1	38.3
1. Foundries.....	1.250	1.255	50.15	50.25	40.1	40.0	1.012	1.013	37.40	39.01	37.0	38.5
2. Machines and machine tools.....	1.263	1.264	51.95	52.37	41.1	41.4	.999	.999	38.07	38.08	38.1	38.1
3. Heavy equipment.....	1.348	1.355	54.71	54.43	40.6	40.2	.947	.940	36.14	35.57	38.2	37.8
4. Hardware and small parts.....	1.262	1.258	51.40	51.64	40.7	41.0	.916	.915	34.84	35.04	38.0	38.3
5. Other products.....	1.289	1.286	51.82	52.35	40.2	40.7	.995	.990	38.11	37.99	38.3	38.4
25 INDUSTRIES.....	\$1.264	\$1.261 _r	\$50.78	\$50.35 _r	40.3	40.1 _r	\$.871	\$.864	\$33.70	\$33.48 _r	38.8	38.8 _r
Cement.....	\$1.049	\$1.011	\$43.27	\$41.31	41.3	40.9	.....	.....	.....	.....	.....	.....
Petroleum refining.....	1.470	1.464	58.18	58.24	39.6	39.8	.....	.....	.....	.....	.....	.....
27 INDUSTRIES.....	\$1.265	\$1.262 _r	\$50.84	\$50.40 _r	40.3	40.1 _r	.....	.....	.....	.....	.....	.....
Aircraft.....	\$1.435	\$1.405	\$58.95	\$56.92	41.1	40.5	\$1.165	\$1.155	\$45.74	\$44.36	39.3	38.4
Shipbuilding.....	1.462	1.466	52.32	52.30	35.8	35.7	1.099	1.083	37.67	37.71	34.3	34.8

See footnotes on page 307

time for these hours. The hourly earnings of both the unskilled and the skilled workers rose over the month, but in the case of the unskilled men, who make up slightly more than 10% of the total, the increase was only fractional.

Although the average hourly earnings of the workers in petroleum refineries were at a new peak level in July, as they have been each month since last November, the rise from June to July amounted to only 0.4%. Both groups of workers averaged slightly more for an hour's work in July than in the previous month. Working hours, and hence weekly earnings, of the unskilled workers rose slightly, and those of the skilled dropped slightly. Employment showed a fractional increase over the month.

Total employment in aircraft factories was increased 1.7% from June to July, but the number of women employed in the industry decreased. The hourly earnings of all workers combined rose 2% over the month, due mainly to wage-rate increases

and longer working hours. The women's hourly return rose 0.9% from June to July, and that of the skilled males 2.3%, but the small group of unskilled male workers showed a slight decline in earnings. Their work week remained the same as during the previous month, but both of the other two groups worked more hours in July than in June.

Shipyards employed 3.6% fewer workers in July than in June, with the largest decline in the skilled male group. Fewer women were employed in July than in the previous month but the number of unskilled male workers was increased. That this increase may have been due to a reclassification of workers formerly in the semi-skilled and skilled group is indicated by the rise in the hourly earnings of the unskilled workers. The hourly earnings of the women also increased, but the drop in the earnings of the skilled males, who comprised 88.3% of all workers, caused a fractional decline in the average for the composite of the three groups. Working hours

EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE PRODUCTION WORKERS, JULY, 1946

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	UNSKILLED						SKILLED AND SEMI-SKILLED					
	Average Earnings				Average Hours per Week per Production Worker		Average Earnings				Average Hours per Week per Production Worker	
	Hourly		Weekly		July	June	Hourly		Weekly		July	June
	July	June	July	June			July	June	July	June		
Agricultural implement.....	\$1.055	\$1.068	\$41.38	\$41.64	38.9	39.0	\$1.296	\$1.293	\$49.74	\$50.60	38.4	39.1
Automobile ¹	1.160	1.199 ^r	42.19	45.66 ^r	36.4	38.1 ^r	1.445	1.444 ^r	51.57	53.62 ^r	35.7	37.1 ^r
Boot and shoe.....	.574	.580	24.83	24.36	43.3	42.0	1.059	1.056	42.88	42.85	40.5	40.6
Chemical.....	1.080	1.066 ^r	42.20	41.59 ^r	39.1	39.0	1.346	1.337 ^r	51.02	50.26 ^r	37.9	37.6
Rayon producing ².....	.914	.881 ^r	34.88	33.74 ^r	38.2	38.3 ^r	1.163	1.132 ^r	44.63	43.01 ^r	38.4	38.0 ^r
Cotton—North.....	.890	.897	40.01	40.46	45.0	45.1	1.057	1.030	46.10	44.34	43.6	43.0
Electrical manufacturing.....	1.022	1.031	41.06	40.56	40.2	39.4	1.383	1.388	56.88	56.34	41.1	40.6
Furniture ³.....	.900	.894 ^r	37.48	36.45 ^r	41.7	40.8 ^r	1.192	1.170 ^r	49.48	48.31 ^r	41.5	41.3 ^r
Hosiery and knit goods.....	.872	.865	40.06	37.73	45.9	43.6	1.360	1.347	54.96	55.24	40.4	41.0
Iron and steel ⁴	1.080	1.093	37.91	33.76	35.1	30.9	1.418	1.401	53.00	49.77	37.4	35.5
Leather tanning and finishing.....	.935	.948	38.89	40.04	41.6	42.2	1.176	1.159	50.61	50.94	43.0	43.9
Lumber and millwork.....	.943	.946	40.18	39.46	42.6	41.7	1.303	1.304	54.32	54.63	41.7	41.9
Meat packing.....	1.021	1.014	41.74	38.70	40.9	38.2	1.191	1.196	50.49	46.68	42.4	39.0
Paint and varnish.....	.959	.956 ^r	40.42	39.62	42.1	41.5 ^r	1.216	1.224 ^r	48.06	49.01	39.5	40.0 ^r
Paper and pulp.....	.936	.930	39.47	38.76	42.2	41.7	1.141	1.129	51.79	50.44	45.4	44.7
Paper products.....	.868	.877 ^r	34.94	35.88 ^r	40.3	40.9	1.214	1.223 ^r	51.41	52.61 ^r	42.4	43.0
Printing—book and job.....	.998	.977	47.16	45.03	47.2	46.1	1.623	1.561	74.22	70.12	45.7	44.9
Printing—news and magazine.....	1.005	.984 ^r	38.90	37.19 ^r	38.7	37.8 ^r	1.585	1.572 ^r	63.98	62.95 ^r	40.4	40.0 ^r
Rubber.....	1.222	1.182	47.05	42.55	38.5	36.0	1.441	1.429	56.30	54.49	39.1	38.1
1. Rubber tires and tubes.....	1.284	1.241	48.66	43.06	37.9	34.7	1.539	1.520	59.01	56.22	38.4	37.0
2. Other rubber products.....	.918	.913	38.31	38.93	41.8	42.6	1.230	1.239	50.12	50.55	40.7	40.8
Wool.....	.956	.959	39.25	39.99	41.1	41.7	1.178	1.180	49.38	49.91	41.9	42.3
1. Woolen and worsted goods.....	.976	.972	39.79	39.64	40.8	40.8	1.178	1.183	50.90	50.73	43.2	42.9
2. Other woolen products ⁵.....	.916	.934	38.19	40.74	41.7	43.6	1.178	1.177	47.76	49.02	40.5	41.6
Foundries and machine shops.....	1.067	1.070	42.53	42.62	39.9	39.8	1.334	1.334	54.23	54.47	40.6	40.8
1. Foundries.....	1.054	1.052	43.11	42.37	40.9	40.3	1.310	1.317	52.28	52.65	39.9	40.0
2. Machines and machine tools.....	1.080	1.097	45.29	46.37	41.9	42.3	1.291	1.288	52.94	53.20	41.0	41.3
3. Heavy equipment.....	1.040	1.036	40.92	40.74	39.3	39.3	1.410	1.420	57.59	57.31	40.9	40.4
4. Hardware and small parts.....	1.055	1.051	42.05	42.23	39.9	40.2	1.308	1.305	53.52	53.85	40.9	41.2
5. Other products.....	1.100	1.110	42.63	42.96	38.8	38.7	1.319	1.313	53.31	53.88	40.4	41.1
24 INDUSTRIES ⁶	\$1.013	\$1.017 ^r	\$40.76	\$40.18 ^r	40.4	39.7 ^r	\$1.327	\$1.320 ^r	\$53.24	\$52.79 ^r	40.2	40.1 ^r
Cement.....	\$.852	\$.847	\$32.50	\$32.09	38.1	37.9	\$1.069	\$1.028	\$44.49	\$42.37	41.6	41.2
Petroleum refining.....	1.121	1.115	42.87	42.40	38.2	38.0	1.503	1.497	59.69	59.81	39.7	39.9
26 INDUSTRIES ⁶	\$1.013	\$1.016 ^r	\$40.71	\$40.13 ^r	40.4	39.7 ^r	\$1.328	\$1.321 ^r	\$53.28	\$52.83 ^r	40.2	40.1 ^r
Aircraft.....	\$1.113	\$1.119	\$44.85	\$45.10	40.3	40.3	\$1.451	\$1.418	\$59.63	\$57.43	41.1	40.5
Shipbuilding.....	1.150	1.121	40.07	39.78	34.8	35.5	1.499	1.505	53.80	53.74	35.9	35.7

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

¹Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD.

²Based on data collected by the Textile Economics Bureau, Inc. and THE CONFERENCE BOARD.

changed little over the month, and averages for all labor groups remained well under 40 hours a week.

LABOR STATISTICS IN JULY

Hourly earnings averaged \$1.193 in July, 0.3% more than in June and 7.9% higher than in July, 1945. Since 1929, they have increased 102.2%.

Weekly earnings rose 0.8% from June to July. They were 2.9% less than the year before, but 66.7% more than in 1929.

Real weekly earnings declined 4.8% over the month; 9.3% over the year. Since 1929, they have risen 45.7%.

Hours per week increased 0.5% from June to July.

³Includes wood, metal, and upholstered household and office furniture.

⁴Based on data collected by the American Iron and Steel Institute and THE CONFERENCE BOARD.

⁵Principally rugs.

⁶Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.

^aNot strictly comparable with data prior to May, 1946; revisions of averages for earlier months available at a later date.

^rRevised.

They were 4.3 hours, or 9.7%, shorter than in July, 1945, and 17.2% below the average for 1929.

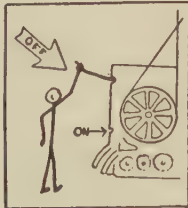
Employment was 0.8% greater than in June, but 3.3% less than July of last year. It has increased 17.9% since 1929.

Man hours rose 1.3% from June to July. They were 12.7% below the level of the previous July, and 2.4% below the 1929 level.

Payrolls were increased 1.6% during the month period, but were 6.1% less than in July, 1945. Since 1929, they have been expanded 96.5%.

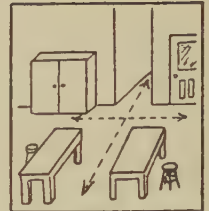
ELIZABETH P. ALLISON
Statistical Division

WORK SAFELY to KEEP WORKING

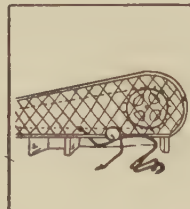


When cleaning, repairing or adjusting a machine be sure it is not in motion, and that the power is shut off.

Keep all the aisles clear. Do not obstruct them by leaving anything in the way which might cause a tripping hazard.



Guards or Safety appliances should not be removed except with consent of the foreman in charge.

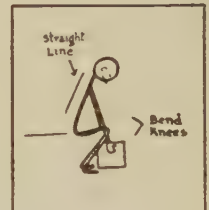


Walk—do not run up or down stairs, or in the building.

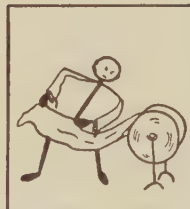


Use Safety Goggles where they are required.

When lifting an object, squat down and lift with your legs. Do not bend over and lift with your back.



Machine operators should not wear any loose clothing likely to catch in moving parts. Tuck in neckties, roll up your shirt sleeves. Girl operators must wear regulation smocks or uniforms, where required, and avoid pendants and bracelets.



Air hoses are provided for cleaning dust and lint from the machines. It is permissible to use the air hose to clean dust and lint from clothing. BUT NEVER direct air hose toward head, but always direct the nozzle away from the head—down the body.

BE A SAFE WORKER — THINK BEFORE YOU ACT — YOUR JOB DEPENDS ON THIS

Drawing for Safety

Illustrations, as well as actions, often speak louder than words, according to several companies which are using them to explain safety regulations and as tactful reminders of possible safety hazards. Pen and ink drawings and other pictorial sketches are appearing in company handbooks, employee publications, and on bulletin boards and posters. Some of them are simple line drawings. Elaborate illustrations are not necessary to convey safety hints effectively.

According to some reports, visual aids are usually remembered longer than written rules. In some instances employees who resent the posting of regulations willingly accept pictorial suggestions and act upon them. Furthermore, most people can't resist pictures.

The accompanying pen and ink sketches are used to illustrate safety rules published in the handbook prepared for employees of the Kendall Mills, Walpole, Massa-

chusetts. They appear in a center two-page spread in the booklet which includes also information about conditions of employment, safety, services to employees and general regulations.

The Goggle Wagon

The Delco Products Division, General Motors Corporation has a new mobile safety service. It has stressed eye protection for a long time and now the company has inaugurated a service unit for goggle wearers. It includes cleaning, sterilizing, and the fitting, adjusting and repairing of all types of goggles which have been issued to employees.

The goggle wagon is equipped with cleaning units, a special heating unit for adjusting frames, lenses, replacement parts and other equipment needed for servicing. Persons who require prescription safety glasses can file a special request for them from the employee in charge of the service who has been trained for the work. E. M. S.

Strikes and Turnover Rates

EARLY September finds the country once again caught in the grip of a nationwide labor dispute. The strike of maritime workers, reportedly involving 200,000, has paralyzed shipping activity along the entire coast line of the United States, with about 1,600 ships said to be idle.

New York City, which has the largest number of ships idle, is also affected by a strike of approximately 30,000 truck drivers in New York and New Jersey.

These two strikes are an outgrowth of union policies that aim to keep wages parallel with the price level. During the past weeks, prices have soared, and it can be expected that the number of strikes will

also rise. During July there were 480 new strikes—an increase of 37% from June, and the largest number in any one month since September of last year. The number of workers on strike increased only 23%, while the number of man days idle was actually 13% less than in June.

GREAT LAKES SEAMEN

A strike of the country's inland seamen on the Great Lakes was called for August 15 by the National Maritime Union to enforce demands for reduction in the work week from 56 hours to 40 hours and wage increases along much the same lines as those of the ocean-going workers. Since the union had been suc-

STRIKES, TURNOVER RATES AND PRODUCTION

Date	All Occupations			Manufacturing						
	Strikes ¹			Production ² (1935-1939 =100)	Turnover Rate per 100 Employees ¹					Accessions ⁷
	Beginning in Period		Man Days Idle During Period (Thousand)		Separations ³					
	Number	Workers Involved (Thousand)			Total	Quits ⁴	Miscellaneous ⁵	Discharges ⁶	Layoffs ⁶	
1935.....	2,014	1,117	15,456	87	42.74	10.37		2.29	30.08	50.05
1936.....	2,172	789	13,902	104	40.35	13.02		2.63	24.70	52.16
1937.....	4,740	1,861	28,425	113	53.11	14.97		2.38	35.76	42.59
1938.....	2,772	688	9,148	87	49.22	7.46		1.29	40.47	46.16
1939.....	2,613	1,171	17,812	109	37.71	9.52		1.52	26.67	48.85
1940.....	2,508	577	6,701	126	40.27	10.93	1.61	1.84	25.89	52.72
1941.....	4,288	2,363	23,048	168	46.68	23.63	4.15	3.04	15.86	64.51
1942.....	2,968	840	4,183	212	77.66	45.09	15.04	4.66	12.87	91.62
1943a.....	3,752	1,981	13,501	258	86.86	62.11	10.56	7.12	7.07	89.64
1944.....	4,956	2,116	8,721	252	81.8	61.0	5.9	7.7	7.2	73.0
1945.....	4,750	3,467	38,025	214	99.6	60.9	3.7	7.3	27.7	75.7
1945 July.....	523	325.0	1,769	223	7.7	5.2	.4	.6	1.5	5.8
August.....	447	270.9	1,712	196	17.9	6.2	.3	.7	10.7	5.9
September.....	573	525.6	4,341	177	12.0	6.7	.2	.6	4.5	7.4
October.....	474	550.5	8,611	171	8.6	5.6	.2	.5	2.3	8.6
November.....	353	420.2	6,935	173	7.1	4.7	.2	.5	1.7	8.7
December.....	134	50.4	7,718	167	5.9	4.0	.2	.4	1.3	6.9
1946 January.....	325	1400.0	19,200	160	6.8	4.3	.2	.5	1.8	8.5
February.....	260	130.0	21,500	150	6.3	3.9	.2	.5	1.7	6.8
March.....	385	130.0	14,000	170	6.6	4.2	.2	.4	1.8	7.1
April.....	465	575.0	15,500	174	6.3	4.3	.2	.4	1.4	6.7
May.....	360	560.0	11,500	166	r 6.3	r 4.2	.2	.4	1.5	r 6.1
June.....	p 350	p 150.0	p 3,800	176	p 5.6	p 3.9	p .1	p .3	p 1.3	p 6.5
July.....	p 480	p 185.0	p 3,300	p 180	n. a.	n. a.	n. a.	n. a.	n. a.	n. a.

Note: For back figures, see *The Conference Board Management Record*, May, 1946, p. 180.

¹United States Bureau of Labor Statistics.

²Federal Reserve annual production data are averages of monthly figures.

³A separation is a termination of employment of any of the following kinds: quit, layoff, discharge, or miscellaneous. Transfers from one plant to another of the same company are not considered as accessions or separations.

⁴A quit is a termination of employment, generally initiated by the worker because of his desire to leave, but sometimes due to his physical incapacity. Beginning with January, 1940, separate rates were computed for miscellaneous separations; i. e., separations due to death, permanent disability, retirements on pensions, and similar reasons. Beginning with September, 1940, workers leaving to enter the Army or Navy were included in miscellaneous separations.

⁵A discharge is a termination of employment at the will of the employer with prejudice to the worker because of some fault on the part of the worker.

⁶A layoff is a termination of employment at the will of the employer, without prejudice to the worker and of a temporary, indeterminate, or permanent nature. However, a short, definite layoff with the name of the worker remaining on the payroll is not counted as a separation.

⁷An accession is the hiring of a new employee or the rehiring of an old employee. Transfers from one plant to another of the same company are not considered as accessions or separations.

⁸Data on turnover rates since January, 1943, are not strictly comparable with previously released data. The rates now refer to all employees rather than wage earners only.

⁹Preliminary

n. a. Not available

r Revised

LABOR DISPUTES ORIGINATING IN AUGUST, 1946

Incomplete report based upon information appearing in the press

Organization Affected	Union	Location	Date Begun	Date Ended	Number of Workers Involved	
Manufacturing, Building and Mining						¹ Machinists
A.S.M. Manufacturing Company ¹	AFL	St. Louis, Mo.	8/27	8/30	24	² Ingot shop employees
Aluminum Company of America ²	CIO	Detroit, Mich.	5	..	24	³ Employed by 8 companies with 13 plants in Philadelphia and Norristown, Pa.
Aluminum Company of America	CIO	Detroit, Mich.	6	..	500a	⁴ Employed by 350 retail bakeries
Bakery workers ³	AFL	Philadelphia, Pa. ³	10	23	1,850	⁵ Vernor Avenue plant
Bakery workers ⁴	AFL	Chicago, Ill.	10	..	800	⁶ Cuyahoga, Geauga and Lake Counties, Ohio
Briggs Manufacturing Company ⁵	CIO	Detroit, Mich.	13	..	900	⁷ Dodge plant
Carpenters	AFL	(⁶)	26	..	4,500	⁸ Lindley mine
Chrysler Corporation ⁷	CIO	Detroit, Mich.	14	..	7,600b	⁹ Banning No. 1 mine
Chrysler Corporation	CIO	Detroit, Mich.	14	16	4,500c	¹⁰ Three northern Ohio counties
Consolidation Coal Company ⁸	AFL	Houston, Pa.	22	26	350	¹¹ Employed by 42 manufacturers
Consolidation Coal Company ⁹	AFL	West Newton, Pa.	26	..	450d	¹² Gibson mine
Construction workers	AFL	(¹⁰)	29	..	25,000	¹³ Kenosha and Milwaukee, Wisc.
Federal Shipbuilding & Dry Dock Company	CIO	Kearny, N. J.	26	27	7,000	¹⁴ Santa Cruz, Calif. to Astoria, Ore.
Firestone Tire & Rubber Company	CIO	Des Moines, Iowa	19	..	700	¹⁵ Clerks
Furniture workers ¹¹	CIO	New York, N. Y.	1	..	1,100	¹⁶ Typographical workers
General Motors Corporation	CIO	Pontiac, Mich.	14	..	22,200e	¹⁷ Holden, Lexington, Sweet Springs and Warrensburg, Mo.
Hillman Coal & Coke Company ¹²	AFL	Ellsworth, Pa.	26	27	200	¹⁸ Garbage collectors
Lake Shore Tire & Rubber Company	n.a.	Des Moines, Iowa	16	..	600f	¹⁹ Maintenance workers
Liquid Carbonic Corporation	AFL	Detroit, Mich.	24	30	49g	²⁰ Employed by the Boutell Drive-away Co., Contract Cartage Co., and the Motor Car Transport Co.
Nash-Kelvinator Corporation	CIO	(¹³)	29	9/3	11,000	²¹ New York, N. Y., and Jersey City, N. J.
Packard Motor Car Company	CIO	Detroit, Mich.	5	8/12	11,800h	²² Strike of river pilots and mates halted operations of two boats
Salmon fishermen	CIO	(¹⁴)	5	..	1,400	²³ Nanticoke, Newport and Warrior Run, Pa.
Sperry Gyroscope Company	CIO	Lake Success, N. Y.	14	14	3,000i	²⁴ New York, San Francisco and Washington, D. C.
John B. Stetson Company	AFL	Philadelphia, Pa.	12	21	2,500	²⁵ Employed by 90 transport companies
Tracy Manufacturing Company	CIO	Pittsburgh, Pa.	30	31	600	²⁶ Eastern New York and Berkshire County, Mass.
Miscellaneous						²⁷ Dock workers at the Chelsea piers
Bond Clothing Company ¹⁵	CIO	Detroit, Mich.	28	30	n.a.	²⁸ Service employees—maids and waiters
Building service workers	AFL	New York, N. Y.	26	28	100j	²⁹ Three plants were closed
Canandaigua Daily Messenger ¹⁶	Ind.	Canandaigua, N. Y.	6	..	8	³⁰ Strike of 1,100 forced the company to lay off 6,500 other employees
Central Missouri Telephone Company	AFL	(¹⁷)	19	..	56	³¹ Strike of 15 key men forced the company to lay off approximately 4,500 at the Kercheval Body and Jefferson Avenue plants
City employees ¹⁸	AFL	Tulsa, Okla.	8	15	200	³² Strike of 7 assistant foremen forced the mine to close, thereby idling 450 employees
Detroit—Department of Street Railways ¹⁹	CIO	Detroit, Mich.	15	..	45	³³ Strike of 2,200 war-veteran employees caused 3 plants to close, forcing 20,000 other employees into idleness
Drivers ²⁰	AFL	Pontiac, Mich.	14	..	n.a.	³⁴ Estimated
Freight handlers	AFL	St. Louis, Mo.	30	..	(k)	³⁵ Includes the employees of a subsidiary, the Wall Chemical Division, who were also on strike
Lehigh Valley Railroad	AFL	Philadelphia, Pa.	1	2	300	³⁶ Strike of 8,500 Packard employees forced the Briggs Manufacturing Company to lay off approximately 3,300 of its employees
Longshoremen	AFL	(²¹)	19	21	3,500	
Michigan Cab Company	AFL	Lansing, Mich.	13	..	45	
Ohio Barge Lines, Inc. ²²	AFL	Pittsburgh, Pa.	2	..	8	
Peoples Railway Company	n.a.	(²²)	15	..	n.a.	
Press Wireless, Inc.	CIO	(²⁴)	7	20	300	
Public works employees	CIO	Pontiac, Mich.	28	..	(l)	
Seamen	CIO	Great Lakes area	15	(m)	(m)	
Truck drivers ²⁴	AFL	(²⁶)	11	..	1,000	
United States Lines ²⁷	AFL	New York, N. Y.	7	..	400	
Westchester Country Club ²⁸	AFL	Rye, N. Y.	9	10	225	

ⁱStrike of 1,500 caused an additional 1,500 employees to be idle
^jBuilding service was disrupted for

631 apartment units owned by Columbia University
^kThe majority of the 500 employees

of 93 long-distance motor freight firms were on strike
^lThe striking union claims 300

members out of 500 eligible employees
^mSee text for further details
ⁿNot available

cessful in obtaining union recognition in only a small proportion of the vessels operating there, extension of this recognition to all crews was among the demands, as was also better working conditions on board the ships.

Many of the country's key industries, such as automobile, steel, and mining, depend on this lake-shipping system for supplies of raw materials and for the shipment of finished products. Seventeen companies were affected by the strike—six tanker companies and eleven bulk freight fleets, representing about 15% of the total carrying capacity of all lakes fleets.

The NMU has a reported membership of 4,500 men in the Great Lakes area, and at the height of the strike claimed 132 out of 400 ships were tied up. The operators, represented by the Lake Carriers Associa-

tion, reported only 32 out of 316 vessels were affected. Approximately 1,000 workers on the car ferries stayed ashore in a sympathy strike.

First signs of a settlement appeared on August 21, when a "tentative understanding" was reached between negotiators for the NMU and the Standard Oil Company of Indiana, which operates five tankers. The next day the union accepted the compromise, saying that it should be used as a pattern for other companies to follow. The terms included a forty-eight-hour week at sea and a forty-four-hour week in port, with Sunday as an overtime day at sea and Saturday after 12 o'clock in port; various wage increases were also allowed. A provision was made for reopening of wage talks in January, 1947. Final agreement was made on August 23. Settlements were

subsequently made with the Bethlehem Transportation Company of New York; the Cleveland Tankers, Inc. of Cleveland; the Great Lakes Transport Corporation of Detroit; and Lake Tankers, Inc. of New York; Gulf Oil Company; Ford Motor Company; International Harvester Company, and the Interstate Company.

The general strike was officially called off by the NMU at noon, August 30. However, the union announced that it would continue individual strikes against American Steel and Wire Company of Cleveland, Brown and Shasta Company of Baltimore, Inland Steel Company of Chicago, Johnson Steamship Company of Cleveland, Jupiter Steamship Company of Cleveland, Nicholson Transit Company of Detroit, and the Texas Oil Company of New York.

PRESS WIRELESS, INC.

A dispute given wide publicity in the newspapers was the one affecting Press Wireless, Inc., a radio communications company with world-wide affiliations. Although only 300 workers were involved, the effects were far spread since embargoes were placed by the American Communications Association (CIO) on all overseas news transmissions.

On August 7, the company laid off 46 employees, stating that the action was necessitated by the change which had taken place in its economic condition after the war. At the same time, they made job reclassifications which resulted in lower incomes for a considerable number of employees. The union objected to these procedures, saying that the company was bound by a contract to discuss or arbitrate such layoffs with the union before executing them. The union claimed that no more than 23 employees should be laid off and that no downgrading resulting in less pay should be made.

On August 20, when Arthur S. Meyer, Chairman of the New York State Board of Mediation, ruled that the company must reinstate the 46 employees laid off—with retroactive pay until August 7—the union called off its pickets. Work was normal by August 22. The case was then presented for arbitration, and, on August 29, the company received permission to dismiss the 46 employees previously dismissed. However, no downgrading with a reduction in wages was allowed.

MARY A. WERTZ
Statistical Division

Employment in July

APPROXIMATELY 150,000 more persons were engaged in civilian employment in July than a month earlier. This was the smallest and the only monthly increase of under one million since March of this year. As compared with last July, however, civilian employment was 1.2 million greater. A reduction of more than 350,000 during the month in the personnel of the Armed Forces brought total employment down from 55.8 million in June to 55.6 million. Although employment in nonagricultural establishments totaled 350,000 more than in June, a seasonal reduction in the number of farm workers offset more than one half of the gain.

All five of the basic industries experienced increases in employment this month, ranging from more than 150,000 each for manufacturing and construction to 5,000 for mining.

Employment in construction continued to climb, with the July level approximately one million, or 70%, above that of last year. The greatest problem facing the industry now is a shortage of skilled labor, a situation which is likely to be accentuated as materials become available in greater quantity. The increase of 19,000 in transportation was the first since January of this year. Employment expansion in pub-

lic utilities was furthered by a gain of 10,000 persons. Except for construction, public utilities has added the greatest number of workers over the year period.

The service industries experienced a sharp increase in employment this month, with more than 40,000 additional persons on the payrolls in July. Trade suffered a seasonal decline of 38,000 for the month, but remained well above the level of the comparable period last year.

Government employment declined further this month owing to cuts in the War and Navy departments.

Manufacturing Employment

An increase of 157,000 persons from mid-June to mid-July brought total manufacturing employment to 12.4 million. Two thirds of the gain was concentrated in the durable goods industries, where many of the war industries have been showing sharp and steady gains in the past months. The furniture industry was the only one to report a slight decrease for the month. Larger supplies of coal and other materials were reflected in the substantial gains reported for the iron and steel and automobile industries. The building materials industries—lumber and stone, clay

and glass—now employ almost 20% more workers than a year earlier. A drop in the textile and apparel industries partly offset a sharp seasonal increase in the food group. However, except for chemical industries, all the group comprising the nondurable goods field have surpassed their July, 1945, level.

Table 1: Employment and Unemployment¹
In Thousands

Distribution of Labor Force and Employment	1946			1945	1944
	July ¹	June ¹	May	July	July
Unemployment.....	1,726	1,485	2,065	....	....
Excess of employment over economic labor force..	....	....	....	7,289 ^r	8,817 ^r
Total employment.....	55,591	55,789	55,165	64,058	65,001
Agriculture.....	11,315	11,504	10,894	10,856	10,982
Forestry and fishing....	181	181	174	171	182
Total industry.....	19,503	19,160	18,745	19,685	21,341
Extraction of minerals..	630	625	547	594	638
Manufacturing.....	12,404	12,247	12,076	13,465	15,345
Construction.....	2,381	2,228	2,044	1,405	1,410
Transportation.....	2,931	2,912	2,947	3,265	2,996
Public utilities.....	1,157	1,147	1,130	956	952
Trade, distribution and finance.....	8,110	8,148	8,129	7,425	7,402
Service industries (including Armed Forces)....	15,279	15,594	16,020	24,477	23,627
Miscellaneous industries and services.....	1,202	1,202	1,202	1,445	1,467

¹Subject to revision

^rRevised

Almost one year after V-J day, manufacturing employment in each of the nine Census regions of the United States had recovered a great part of the losses which had occurred in the period following the cessation of hostilities, and all were considerably above their peacetime levels.

Between 1939 and 1943, manufacturing employment in the nation as a whole increased by 73%. The Pacific region, reporting an increase of 192%, tripled its employment. Gains in the other regions ranged from 42% in the East South Central to 111% in the West South Central.

All regions experienced declines in employment from 1943 to May, 1946. Except for the Pacific region where employment was cut in half, the decreases were all under 30%. In most regions, the drop was proportionate to the rise experienced from 1939-1943.

No longer hindered by labor-management disputes of any major dimension, manufacturing industries were well along in their reconversion by May, 1946. All regions were above their 1939 peacetime level. More than 13 million persons were employed in factories, 33% more than in 1939. The Pacific, West North Central, and West South Central were 50% above the 1939 levels, while the South Atlantic was the only region with an increase of less than 20%.

However, despite sharp fluctuations, there was little change in the relative rank of the regions from 1939 throughout the war and later. Five of the regions maintained their same position. Employment

Table 2: Per Cent Distribution of Employees in Manufacturing Establishments

Source: Bureau of Labor Statistics

Census Region	1939	1943	1944	1945	May 1946 ^p
U. S. Total.....	100.0	100.0	100.0	100.0	100.0
Middle Atlantic.....	28.5	26.8	26.5	26.9	28.1
East North Central.....	27.3	28.0	28.7	28.5	28.2
South Atlantic.....	12.3	10.3	10.2	10.5	10.8
New England.....	11.6	10.2	9.7	9.9	11.1
Pacific.....	5.6	9.5	9.2	8.2	6.4
West North Central.....	5.1	5.8	5.9	6.1	5.7
East South Central.....	5.0	4.1	4.2	4.3	4.7
West South Central.....	3.6	4.4	4.6	4.5	4.1
Mountain.....	0.9	1.0	0.9	1.0	0.9

^pPreliminary

in the West South Central region exceeded that of the East South Central from 1943 through 1945 but by May, 1946, their positions were reversed and were in their former peacetime ranking. The East North Central still maintained first place in May, a position held in 1939 by the Middle Atlantic. In May the East North Central led with 28.2% of all manufacturing employment—closely followed, however, by the Middle Atlantic with 28.1%.

ROSALYN D. SIEGEL
Statistical Division

Labor Press Highlights¹

AFL and CIO Atom-plant Drives

The AFL victory over the CIO by 3,622 to 3,081 in the NLRB elections at three Oak Ridge, Tennessee, atomic-energy plants made AFL leaders confident of ultimate victory in the run-off election. The run-off election is required because workers who voted against affiliation with any union will now be given the opportunity to choose between the CIO and AFL.—*Weekly News Service (AFL)*.

Black Market in Housing

The flop of the emergency housing program for veterans is owing to the failure of OPA enforcement and black-market activities, according to an article appearing in *Labor*. Mrs. Samuel Rosenman, Chairman of the National Committee on Housing, which has completed a nationwide survey, declared that "most of the essential materials are going into the black market and into everything but veterans' housing."

Harry Bridges Scores Great Britain

Britain, in order to save her "slave empire" is desperately trying to "block from contact with her slaves any nation

¹From the August, 1946, labor press.

with influence toward democracy and independence and freedom such as the USSR," Harry Bridges, President of the ILWU, (CIO) states in the *Dispatcher*.

CIO Campaigns for Cannery Workers

The CIO's Food, Tobacco and Agricultural Workers' Union aims to win a majority of some 50,000 cannery workers in northern California as the campaign between the CIO union and the AFL Teamsters draws to a close. The *CIO News* states that the chief issues in the campaign are wages, which have been held down well below CIO levels by Teamster-employer collusion, and grievances which are left totally unsettled.

ILGWU Reports Progress in South

"The people in the South who accept unionism take their obligations very earnestly," says Louis Stulberg, Director of Organization for the International Ladies' Garment Workers' Union (AFL). Declaring that the majority of other unions have just begun to organize in that territory while the ILGWU has kept at it for more than six years, Mr. Stulberg reports that the union is making encouraging progress.—*Justice*.

Southern Drive Hits Stride

Director of the Southern organizing campaign, George L. Googe, reports that the AFL is signing up ten new members in the South to every one enrolling in the CIO. One notable reason for this as given by Mr. Googe, is the superiority of the AFL bargaining techniques. "Without strikes or other upheavals, and within the approved price regulations, our unions are doing a god job of raising wage standards."—*Weekly News Service* (AFL).

AFL Maps Militant Political Campaign

The AFL Executive Council, charging that the last Congress engaged in legislative assaults upon the unionized American workers, has demanded the expansion and intensification of AFL political activities "far beyond the scope of any previous campaign." The council, although emphasizing that the federation will continue to follow its non-partisan political policy, called for the mobilization of the full voting strength of the AFL to assert its political power in the November, 1946, elections.—*Weekly News Service* (AFL).

Collective Bargaining without Coercion

A master collective-bargaining agreement outlawing strikes and establishing wage increases and arbitration procedures has been negotiated between the New York Building Trades Employers' Association and the Building and Construction Trades Council of New York (AFL). In hailing this agreement, AFL Secretary George Meany stated that it was brought about without "coercion or threat to the New York building industry" and there was "no policeman or political party involved in bringing management and labor together."—*State Labor News of Ohio* (AFL).

Union Health Plans

Workers today are providing their own health services through funds set up by union agreement since the Wagner-Murray-Dingell bill has been shelved by Congress, states *Labor's Monthly Survey* (AFL). According to the report, the United Mine Workers provided themselves with a health fund similar to plans now in successful operation by the AFL garment workers, textile workers, upholsterers, hotel workers, motormen and bus drivers.

Production No Cure-all, Says CIO

Increased production is not "the sovereign cure for inflation which many voices today proclaim it to be," states the *Economic Outlook* (CIO). "Release of hoarded goods, to be sure, puts a brake on rising prices, but increased factory output increases both the supply and money available for buying it," causing little net deflationary effect.

Since hoped-for turnover profits account for the greater part of the rise in prices, continues the *Outlook*, the one prospect now in sight that may check inflation is mass consumer action in refraining from buying.

Postwar Veteran Problems

General Omar Bradley, administrator of veterans' affairs, points out in *Labor* that many employers are taking advantage of veterans' on-the-job training and are hurting other employers, labor and the public by these practices. Abuses are encouraged and tolerated under our present system of letting each state set up its own standards, Bradley said, and control must be centralized and standardized or there "is danger of a national scandal involving millions in federal funds."

Independent Unions Support Wagner Act

In order to attack the right to maintain effective unions, "worker-haters," relying on the short memory of the general public, are attempting to identify the Wagner act with unpopular labels, such as "Communist document," states an editorial appearing in the *Associated Unions of America's Report*. The AUA is dedicated to freedom of enterprise, concludes the article, and "when cooperation becomes the watchword of employers, we won't have to seek remedies through Congress."

Veteran Training Spreads

Aid to World War II veterans in obtaining employment in the clothing industry is a chief concern of the Cleveland Joint Board of the Amalgamated Clothing Workers, CIO. The board, the employers, the Apprentice Training Service and the Cleveland Board of Education have agreed to establish an apprentice training school with special attention to veterans.

The New York Clothing Cutters (CIO) are also initiating a long-range program for veterans' training which will include on-the-job training and night classes at a technical high school.

A similar program is being started in Boston, where it is reported there is need for many additional clothing workers.—*The Advance* (CIO). W. P. B.

WAGE-INCREASE ANNOUNCEMENTS,¹ JULY 18 TO AUGUST 31, 1946

Source: Daily Press and Various Periodicals (Details of application of increase to wage rate not available unless otherwise specified.)

Company	Location	Amount of Increase	Number Affected	Remarks
Building Trades and Materials				
*Associated Contractors of Essex County,	Newark, N. J.	15¢/hr.	....	Increase brings rates to \$2.40/hr., bricklayers and plasterers; \$1.55/hr., laborers and hod carriers. Also 8 paid holidays. (Bricklayers and Plasterers-AFL) (Hod Carriers & Common Laborers-AFL)
*Brick construction companies (4).....	Kentucky	18½¢/hr.	....	(Brick & Clay Workers-AFL)
Brick Manufacturers' Association.....	Chicago, Ill.	3-10¢/hr.	750	RWSB approved. (Brick & Clay Workers-AFL)
Building Contractors' Association.....	Columbus, O.	10¢/hr. (approx.)	....	WAB approval. New scales: laborers, \$1/hr.; hod carriers, mortar mixers, plaster tenders and air tool men, \$1.15/hr. (Hod Carriers-AFL)
Davis Engineering Corporation.....	Elizabeth, N. J.	8¢/hr.	....	Retroactive 7/1/46. Reduction in working hours from 45 to 40/wk. (United Construction Workers-AFL)
Master Builders' Association.....	Pittsburgh, Pa.	25¢/hr.	3,460	WSB approved. Retroactive 7/25/46. (Carpenters District Council-AFL)
Painters.....	New York, N. Y.	16¢/hr.	....	WSB approved. New scale \$2/hr.
United States Gypsum Company.....	Jersey City, N. J.	18½¢/hr.	160	Seniority provisions. (Mine, Mill & Smelter Workers-CIO)
Chemicals, Drugs				
Burroughs Wellcome & Company, Inc...	Tuckahoe, N. Y.	8½¢/hr.	....	10% granted 10/45. 2-3 week paid vacations, union shop, 7 paid holidays and other fringe adjustments. (Chemical Workers-AFL)
General Chemical Company.....	River Rouge, Mich.	10¢/hr.	....	10¢/hr. granted previously. (Gas, Coke & Chemical Workers-CIO)
*McKesson & Robbins, Inc.....	Bridgeport, Conn.	18-19¢/hr.	....	(Chemical Workers-AFL)
Monsanto Chemical Company.....	Detroit, Mich.	5¢/hr.	230	New rates \$1.15. Increased night differentials. (Gas, Coke & Chemical Workers-CIO)
Northern Industrial Chemical Company.	Boston, Mass.	5-7%	330	Paid vacations and holidays
Parke Davis & Company.....	San Francisco, Cal.	10¢/hr.	12	Retroactive 4/1/46. New rate for order fillers, stock clerks, packers and general warehouse workers, \$1.20/hr.; shipping and receiving clerks, working foremen, \$1.35/hr. (Warehousemen-AFL)
Electrical				
*Diehl Manufacturing Company.....	Finderne, N. J.	19¢/hr.	....	(Employees Protective Association)
Heintz & Kaufman, Ltd.....	San Bruno, Calif.	15¢/hr. (avg.)	25	Retroactive 3/18/46. Six paid holidays. (UE-CIO)
*Homelite Corporation.....	White Plains, N. Y.	10¢/hr.	250	
Imperial Electric Company.....	Akron, O.	18½¢/hr. } 17¢/hr. }	200 (total)	Office employees Production workers. 1½¢/hr. additional to correct inequities. RWSB approved
*Markel Electric Company.....	Buffalo, N. Y.	8½¢/hr.	400	10¢/hr. effective 4/1/46. Additional increase effective 4/15/46. (UE-CIO)
*Porcelain Insulator Corporation.....	Lima, N. Y.	5¢/hr.	200	
Square D Company.....	Peru, Ind.	18½¢/hr.	....	Additional to 5¢/hr. granted 1/46. 4 paid holidays, 90-day reopening clause. (UE-CIO)
*R. J. Thomas & Son Company.....	Lisbon, O.	18½¢/hr.	125	
Tung-Sol Lamp Works, Inc.....	Weatherly, Pa.	13-27¢/hr.	....	Retroactive 7/1/46. 6 paid holidays, supper allowance for work over 11 hours in any one day, shift bonuses and other fringe adjustments. (Electrical Workers-AFL)
Edwin L. Wiegand Company.....	Pittsburgh, Pa.	18½¢/hr.	1,000	Union shop, seniority provisions, vacation plan. (UE-CIO)
Food and Allied Industries				
Bakeries (200).....	Chicago, Ill.	(See remarks)	....	New scale \$55 for 42-hour week
Bakeries.....	Philadelphia, Pa.	18½¢/hr.	1,883	New rates: bakers, \$1.18½¢/hr.; unskilled male helpers, 96¢/hr.; unskilled women workers, 74½¢/hr. (Bakery & Confectionery Workers-AFL)
Bottling firms (7).....	Scranton, Pa.	\$5-\$6/wk.	125	Pending union ratification. One week paid vacation. (United Brewery, Flour, Cereal & Soft Drink Workers-Ind.)
*Brown-Forman Distillers Corporation..	Louisville, Ky.	18¢/hr. 19¢/hr.	.... ....	Women Men (Distillery Workers-AFL)
*Burry Biscuit Corporation.....	Chicago, Ill.	To 22¢/hr.	....	3 paid holidays, free uniforms and coffee, rest periods. (Bakery & Confectionery Workers-AFL)
*Caplan Baking Company.....	Pittsburgh, Pa.	\$5/wk.	60	Driver-salesmen. Also two-week paid vacation. (Bakery and Confectionery Workers-AFL)
United Baking Company.....				Kitchen pay range: \$1.16½-\$1.27½/hr. 2-week vacations, free uniforms and coffee, company-paid hospital insurance. (Bakery & Confectionery Workers-AFL)
*Close and Company.....	Chicago, Ill.	To 26½¢/hr.	....	6 paid holidays, graduated vacation plan, fringe adjustments. (Bakery & Confectionery Workers-AFL)
*Consolidated Biscuit Company.....	Chicago, Ill.	15¢/hr.	....	3 paid holidays, free uniforms. (Bakery & Confectionery Workers-AFL)
*Crystal Pure Candy Company.....	Chicago, Ill.	16½¢/hr.	....	Milk deliverymen. 60-day interim increase. New rate \$60.10/wk. (Teamsters-AFL)
Dairy Industry Industrial Relations Association	Los Angeles, Cal.	\$6.50/wk.	4,500	(Meat Cutters & Butcher Workmen-AFL)
*Forst Packing Company.....	Kingston, N. Y.	16¢/hr.	....	Common laborers. New rate \$1.20/hr. (Hod Carriers-AFL)
General Foods Corporation.....	Albion, N. Y.	10¢/hr.	....	45 hour week. (Retail Clerks-AFL)
(Birdseye-Snyder Division)				
*Groceries.....	Milwaukee, Wisc.	\$5-\$10/wk.	900	
Hebrew Master Bakers' Association....	Los Angeles, Cal.	\$1/day	....
*Oscar Mayer & Company.....	Milwaukee, Wisc.	19½¢/hr.	....	(Meat Cutters & Butcher Workmen-AFL)

WAGE-INCREASE ANNOUNCEMENTS,¹ JULY 18 TO AUGUST 31, 1946—Continued

Company	Location	Amount of Increase	Number Affected	Remarks
Nehi Bottling Company.....	Albany, N. Y.	7½¢-30¢/hr.	15	Production workers. Salesmen-drivers granted \$50 weekly guarantee. Paid vacations, 6 paid holidays, double-time for worked holidays. (Bakery, Laundry & Beverage Workers Union)
Swift & Company.....	New Orleans, La.	6-16¢/hr.	70	Retroactive 3/8/46. (ILWU-CIO)
Metals and Metal Products				
*Banner Iron Works.....	St. Louis, Mo.	13¢/hr.	125	New rates \$.94-\$1.43/hr. (Molders-AFL)
*Borg-Warner Corporation..... (Ingersoll Steel Division)	New Castle, Pa.	8½¢/hr.	....	10¢/hr. granted 3/46. (UAW-CIO)
Buffalo Bolt Company.....	Tonawanda, N. Y.	18½¢/hr.	1,200	13½¢/hr. retroactive 4/1-22/46. 5¢/hr. awarded previously 12/45. (UE-CIO)
*Champion Shoe Machinery Corporation	St. Louis, Mo.	2½¢/hr.	....	Specialist's rates increased to \$1.22½¢/hr. Also new base period for computing vacation pay. (IAM)
Cincinnati Bickford Tool Company.....	Cincinnati, O.	22½¢/hr. (average)	....	(USA-CIO)
*Diamond Iron Works.....	Minneapolis, Minn.	15¢/hr.	....	(Molders & Foundry Workers-AFL)
Fairbanks Company.....	Binghamton, N. Y.	8½¢/hr.	300	Retroactive 6/22/46. Group insurance plan. 10¢/hr. previously made effective 3/46
*Food Machinery Corporation..... (Niagara Sprayer & Chemical Division)	Middleport, N. Y.	37% (avg.)	....	Clerical and technical employees. Also fringe adjustments. (Office Employees International)
Foundries.....	Kansas City, Mo.	19¢/hr. 10¢/hr.	....	Molders and coremakers. Retroactive 6/15/46.
*Foundries (16).....	San Francisco area	18½¢/hr. (average)	700	Helpers. (Molders and Foundry Workers Union-AFL)
Fred S. Gichner Iron Works, Inc.....	Washington, D. C.	7% (avg.)	100	Paid vacations, closed shop. (Blacksmiths-AFL)
*Jones-Laughlin Ore Company.....	Benson Mines, N.Y.	18½¢/hr.	300	In addition to 10½% awarded since 8/45
*Inland Steel Container Corporation....	Chicago, Ill.	18½¢/hr.	600	(USA-CIO)
International Harvester Company.....	Fort Wayne, Ind.	18¢/hr.	2,000	Union security provisions. (CIO)
Lamson & Sessions Company (2 plants).	Cleveland, O.	17¢/hr.	1,000	General raise for office and technical employees, retroactive to 2/2/46. Additional 10% retroactive for period 10/45-2/2/46. (Farm Equipment-CIO)
*Lempco Products Company.....	Cleveland, O.	18½¢/hr.	360	Retroactive 3/1/46. Checkoff. (UAW-CIO)
*McKinnon Chain Corporation.....	Tonawanda, N. Y.	18½¢/hr.	550	(Machinists-AFL)
National Screw & Manufacturing Company	Cleveland, O.	12¢/hr.	2,000	13½¢/hr. retroactive 3/21/46. Had granted 12¢/hr. previously. (UE-CIO)
Niles-Bement-Pond Company..... (Pratt & Whitney Division)	West Hartford, Conn.	15¢/hr. (average) 30¢/hr. (average)	2,500	Also 4¢/hr. increase on base rates for bonus purposes, effective 12/1/46. 6¢/hr. and 8¢/hr. night shift differentials, 3 day-2 week paid vacations, checkoff. (UAW-CIO)
Parsons Company.....	Newtown, Iowa	9¢/hr.	250	Hourly scale
Penn Boiler & Burner Mfg. Corporation.	Lancaster, Pa.	18½¢/hr.	....	Piecework scale. (UAW-CIO)
*Republic Steel Company (4 mines)....	New York	18½¢/hr.	900	In addition to 7.4¢/hr. received 11/11/45. (UE-CIO)
*Richmond Radiator Company (2 plants)	Uniontown, Pa.	18½¢/hr. (average)	1,000	Retroactive 7/22/46. Union security provisions, paid vacations, fringe adjustments. (UE-CIO)
*L. A. Young (1 plant).....	Los Angeles, Cal.	18½¢/hr.	....	(USA-CIO)
Oil				(UAW-CIO)
Gulf Refining Company.....	Toledo, O.	(See remarks)	250	Union shop. (UAW-CIO)
Paper and Paper Products				
Arcco Playing Card Company.....	Chicago, Ill.	11¢/hr.	....	\$100 bonus to each employee to represent retroactive 18¢/hr. increase. Maintenance of membership, check-off and other fringe adjustments. (Oil Workers-CIO)
Burrows Paper Corporation.....	Little Falls, N. Y.	8¢/hr.	....	Union shop, Christmas bonus and fringe adjustments. (ILWU-CIO)
Mohawk Valley Paper Company.....		8¢/hr.	....	Retroactive 6/1/46. Total 28¢/hr. since V-J day. 4 paid holidays, 1-2 week paid vacations. New base rate 84¢/hr. (Papermakers-AFL)
Clifton Paper Company.....	New Jersey	18½¢/hr.	....	Exclusive of 10¢-12¢/hr. increases granted in late fall of 1945. (United Paperworkers-CIO)
Whippany Paper Board Company.....		18½¢/hr.	....	(UPA-CIO)
Continental Paper Company.....	Monroe, Mich. Aurora, Ill.	9¢/hr.	....	Retroactive 5/9/46. Also 2-week paid vacation, 5¢/hr shift differential, rest periods. (UPA-CIO)
National Gypsum Company.....		5¢/hr.	65	Also average 4¢/hr. for inequity adjustments
Consolidated Paper Company.....	Dayton, O.	15¢/hr.	....	In addition to 10¢/hr. increase granted 10/45. 3¢/hr. additional to swing shift. (Pulp, Sulphite and Paper Mill Union-AFL)
Gebhart Folding Box Company.....	Chicago, Ill.	6-8¢/hr.	1,200	3 paid holidays, 4¢/hr. and 6¢/hr. night shift differentials. (UPA-CIO)
Maxwell Box Company.....	Chittman, O.	15¢/hr.	....
Ohio Boxboard Company.....		6-8¢/hr.	....
*J. and J. Rogers Company.....	Au Sable Forks, N. Y.	10-12¢/hr.	274	
Textile and Allied Industries				
American Hide & Leather Company.....	Ballston Spa, N. Y.	15¢/hr.	240	Retroactive 12/31/45. (Fur and Leather Workers-CIO)
Beaunit Mills.....	Troy, N. Y.	8¢/hr.	500	10¢/hr. shift differential, improved vacation provisions. (TWUA-CIO)
Densten Felt & Hair Company.....	Philadelphia, Pa.	10¢/hr.	150	Retroactive 7/31. Also 5¢/hr. night differential, 6 paid holidays, 1-2 week paid vacations. (Fur and Leather Workers-CIO)
*Doakes Company.....	Philadelphia, Pa.	15¢/hr.	....	70¢/hr. minimum. (Textile Workers-AFL)
Full-Fashioned Hosiery Manufacturers of America	Philadelphia, Pa.	6¢/hr.	5,000	Retroactive 7/29/46. (Hosiery Workers-CIO)
Hosiery mills (6).....	Reading, Pa.	12½¢/hr.	....	Retroactive 6/1/46. (Hosiery Workers-CIO)
International Shoe Company..... (67 plants)	Various	7¢/hr.	27,283	Second round raise over 8¢/hr. granted 12/45. WSB approved. (Warehouse Employees-Ind; Shoe Workers-CIO; Boot & Shoe Workers-AFL; United Construction Workers-AFL)

WAGE-INCREASE ANNOUNCEMENTS,¹ JULY 18 TO AUGUST 31, 1946—Continued

Company	Location	Amount of Increase	Number Affected	Remarks
*Lebanon Knitting Company	Pawtucket, R. I.	5%	50	(ILGWU-AFL)
J. W. Landenberger & Company	Philadelphia, Pa.	10-17½¢/hr.	....	Effective 7/15/46. (Hosiery Workers-CIO)
W. S. Libbey Company	Lewiston, Me.	8¢/hr.	311	73¢/hr. minimum wage, insurance benefits
McAdoo Manufacturing Company	McAdoo, Pa.	\$4-\$12/wk.	....	New minimum rates: \$1.25/hr., cutters and markers; \$1/hr., trimmers; 75¢/hr., spreaders and cutters. 6 paid holidays, 1-2 week paid vacations, insurance benefits. (ACWA-CIO)
D. Paradis Company	No. Bergen, N. J.	8¢/hr.	....	10¢/hr. granted 1/46. (UE-CIO)
*Progressive Silk Manufacturing Company of America	Gloversville, N. Y.	20¢/hr.	....	Milanese knitters. Brings basic rate to \$1.20/hr.
		10%	....	Pieceworkers. 75¢/hr. minimum
		10¢/hr.	....	All other operations.
Retail Apparel Merchants' Association ..	New York, N. Y.	\$6/wk. (avg.)	2,000	2-week paid vacations, 6 paid holidays, liberalization of company-paid group insurance plan. 11½% previously granted. (TWU-CIO)
Roxbury Carpet Company	Framingham, Mass.	8¢/hr.	500	Effective 9/1/46. 44-hour week, 2-week vacation after 1 year employment. (New York Retail Clothing Salesmen-ACWA-CIO)
*Utica & Mohawk Cotton Mills, Inc.	Utica, N. Y.	8¢/hr.	1,000	Effective 8/19/46. (TWU-CIO)
Wei-Sack Mills	Hudson, N. Y.	7½¢/hr.	22	Effective 8/5/46. 73¢/hr. minimum. (Textile Workers-CIO)
		12½¢/hr.	95	(Textile Workers-CIO)
Tobacco				
American Tobacco Company	Charleston, S. C.	5¢/hr.	....	(Food, Tobacco, Agricultural & Allied Workers-CIO)
(Cigar plant)				
R. J. Reynolds Tobacco Company	Winston Salem, N. C.	12¢/hr. (average)	8,500	Overtime after 40 hours for seasonal leaf workers. (FTA-CIO)
*Scotten & Dillon Tobacco Company ...	Detroit, Mich.	12½¢/hr.	....	Retroactive 7/15/46. 2 week paid vacation, employer-financed hospital and surgical benefits, 5-hour call-in pay, 4-hour shut-down pay. (Tobacco Workers-AFL)
Transportation				
*Franklin Transfer Company	Minneapolis, Minn.	15¢/hr.	375	In addition to 10¢/hr. granted 11/45. Job classifications established, 3 paid holidays, graduated vacation plan, elimination of sex differential. (UE-CIO)
*Gary Railways	Gary, Ind.	17¢/hr.	....	Retroactive 2/1/46. (Street & Electric Railway-AFL)
Jamaica Buses, Inc.	Brooklyn, N. Y.	16¢/hr.	150	Drivers' new top rate \$1.11/hr. Retroactive 5/1/46. Arbitration award. (Transport Workers-CIO)
Martin's Truck Company	Ticonderoga, N. Y.	12¢/hr.	....	Warehousemen and helpers
		15¢/hr.	....	Garagemen
		18¢/hr.	....	Drivers
New York City Omnibus Corporation ...	New York, N. Y.	16¢/hr.	1,700	(Teamsters-AFL)
		\$5/wk. (avg.)	173	Drivers and maintenance men—new rate \$1.20/hr. Retroactive 3/1/46
*Terminal Warehouse	Baltimore, Md.	16¢/hr.	....	Clerical workers, new scale \$46/wk. Arbitration award (TWU-CIO)
*Transfer, delivery and motor express firms (5)	Ithaca, N. Y.	10¢/hr.	....	(Teamsters-AFL)
				Retroactive 4/15/46 on all classifications except over-the-road drivers (retroactive 5/1/46). 50-hour work-week, one week paid vacation. New scales: chauffeurs and teamsters, 82¢/hr.; city drivers and yard men, 95¢/hr.; checkers, shippers and supervising dock men, 93¢/hr.; pedal-run drivers, \$1/hr.; over-the-road drivers, \$1.05/hr. (Teamsters-AFL)
Transport companies (15)	Albany, N. Y.	34¢/hr.	....	Wage for drivers raised to \$1.25/hr. (Teamsters-AFL)
Triboro Coach Corporation	New York, N. Y.	15¢/hr.	....	Period 4/1-12/31/46. Will advance to 18¢/hr. 1/1-6/30/47. (Street, Electric Railway & Motor Coach Employees-AFL)
Wood Products				
Maddox Table Company	Jamestown, N. Y.	5¢/hr.	....	Production, piecework, day work and maintenance workers.
*St. Paul Casket Company	St. Paul, Minn.	10-19¢/hr.	....	(Upholsterers-AFL)
Miscellaneous				
Burns Detective Agency	New York, N. Y.	27¢/hr.	....	Armored car drivers. 11 paid holidays, maintenance of membership, graduated vacation plan with pay. Wage minimums for 60 bank foot messengers raised to \$1 and \$1.12½/hr. (Teamsters-AFL)
Columbia Broadcasting System	New York, N. Y.	10%	900	Nonunion salaried employees receiving less than \$100/wk. Effective 9/1/46
Continental Motor Corporation	Detroit, Mich.	12¢/hr.	50	Plant protection men. Retroactive 7/1/46. New scale \$58/wk. (UAW-CIO)
Dearborn Glass Company	Chicago, Ill.	10-25¢/hr.	33	New rate \$1.37/hr., retroactive 7/1/46. 6 paid holidays, 1-2 week paid vacations. (ILWU-CIO)
J. R. Dunlap Company	Redwood City, Cal.	22¢/hr.	150	\$25/wk. minimum, severance pay provisions. (RWDSU-CIO)
William H. Frear & Company	Troy, N. Y.	\$3/wk.	....	Reduction in working hours for all non-tipping hotel workers with same pay. 20% (average) pay increases for waiters, retroactive 6/1/46. (Hotel & Club Employees' Union-AFL)
*Hotel Association	New York, N. Y.	(See remarks)	30,000	RWSB approved
Hotels (141)	San Francisco, Cal.	8½-15%	1,400	Retroactive 2/1/45. (Building Service Employees-AFL)
*Midtown Realty Owners, Inc.	New York, N. Y.	22½%	500	New vacation clause. (Window Cleaners-AFL)
*Office buildings	Detroit, Mich.	15¢/hr.	....	(ILGWU-AFL)
*Saks Fifth Avenue	New York, N. Y.	\$6-\$8/wk.	....	Retroactive 6/17/46. 6 paid holidays. (UE-CIO)
Scientific Specialty Company	Celina, O.	10¢/hr.	....	10¢/hr. awarded previously 12/45. (UE-CIO)
Spaulding Fibre Company	Tonawanda, N. Y.	18½¢/hr.	800	

¹Includes salary-increase announcements.

*Increases not included in July, 1946, announcements.